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THE DIOCESE OF NORTHERN INDIANA

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JOURNAL

OF THE

PROCEEDINGS

OF THE

NINETY-SIXTH ANNUAL CONVENTION

A.D. 1994

JOURNAL OF THE PROCEEDINGS

of the

NINETY-SIXTH ANNUAL CONVENTION

of the

DIOCESE OF NORTHERN INDIANA

November 4-5, 1994

To Which are Added
Parochial and Diocesan Reports and Appendices

PUBLISHED BY THE SECRETARY - AUGUST, 1995

Journal 1994

	s Average Pledge per week for 1994	Total All Revenue Within Congregation	Total Expenditures	Salaries Clergy & Assisting Clergy		ferings
Angola, Holy						
Berne, St. G	0 34.57	11,498.00	11,211.00	13,367.00	5,799.96	
Bristol,St.	2 34.91	245,695.66	389,290.10	416,204.23	40,865.00	
Chesterton, Francis'	0 17.84	31,054.00	26,622.00	32,413.00		).97
Crown Point, Christopher'	7 14.86	57,646.93	51,432.51	57,855.71	20,918.50	).48).81
Culver, St. Elizabeth's	9 11.64	16,509.07	13,484.12	15,885.77	5,690.00	).54
East Chicag Shepherd	00 11.88	23,806.49	20,515.19	23,806.49	8,191.43	1.00
Elkhart, St David's	00 37.38	87,595.00	71,492.00	84,112.00	22,700.00	0.53
Elkhart, St	27 21.21	293,417.53	242,664.92	302,875.40	85,750.00	0.00
Fort Wayne, Alban's	.00 16.13	115,601.00	91,771.00	113,695.00	33,359.04	0.73
Fort Wayne Philip & S	.00 28.98	110,401.41	86,663.49	107,995.31	25,860.12	0.08
Fort Wayne	.51 22.86	466,884.40	354,867.40	436,148.20	93,759.84	1.04
Gary St. Augustine'	.00 23.66	87,069.00	81,439.00	94,576.00	28,325.00	0.47
Gary St. B	.35 22.08	46,539.82	48,843.91	55,995.91		0.94
Gas City, Paul's	.20 23.90	38,519.46	26,953.22	34,118.63	6,888.80	0.28
Goshen, St	.00 31.49	67,031.65	51,800.97	60,789.67		0.75
Griffith S Timothy's	.25 16.50	78,266.88	74,826.79	86,683.61	34,556.04	1.04
Hobart, St Stephen's	.00 11.14	52,170.74	27,933.66	32,970.81		
Howe, St.	.00 26.38	41,192.00	31,845.00	36,612.00	9,372.00	21.93
Huntingto the King	3.00 30.65	70,610.61	58,893.48	70,473.10	16,089.96	
Kokomo, S Andrew's	2.00 21.78	219,666.00	157,098.00	191,746.00	28,800.00	

Journal 1994

	Adults	Children Baptized	Members Beginning of Year	Confirmations Received	Confirmed in Good Standing	Sunday	Weekday	Private	Marriages	Burials	Teachers	Children	Pledging Units For Report Year	Pledging Units For 1995	Plate Offerings	Pledge Payments	Average Pledge per week for 1994	Total All Revenue Within Congregation	Total Expenditures	Salaries Clergy & Assisting Clergy
Angola, Holy Family																				
Berne, St. George	0.00	0.00	24.00	28.00	0.00	0.00	24.00	52.00	2.00	0.00	0.00	0.00	0.03	0.09	0.04	0.04	257.00	7,190.00	34.57	11,498.00	11,211.00	13,367.00	5,799.96
Bristol,St. John's	0.01	0.01	312.00	290.00	0.01	0.00	312.00	105.00	27.00	39.00	0.07	0.07	0.15	0.39	0.47	0.58	10,855.54	85,323.82	34.91	245,695.66	389,290.10	416,204.23	40,865.00
Chesterton, St. Francis'	0.00	0.03	111.00	106.00	0.02	0.00	77.00	61.00	62.00	17.00	0.03	0.00	0.01	0.08	0.26	0.29	696.00	24,115.00	17.84	31,054.00	26,622.00	32,413.00	
Crown Point, St. Christopher's	0.01	0.02	89.00	86.00	0.00	0.00	77.00	104.00	60.00	385.00	0.00	0.02	0.08	0.16		0.00	4,243.10	41,731.17	14.86	57,646.93	51,432.51	57,855.71	20,918.50
Culver, St. Elizabeth's	0.00	0.00	34.00	30.00	0.00	0.00	34.00	68.00	25.00	4.00	0.00	0.00	0.00	0.00	0.23	0.23		13,919.99	11.64	16,509.07	13,484.12	15,885.77	5,690.00
East Chicago, Good Shepherd	0.00	0.01	126.00	127.00	0.00	0.00	53.00	52.00	268.00	15.00	0.00	0.02	0.00	0.00	0.19	0.19		11,740.00	11.88	23,806.49	20,515.19	23,806.49	8,191.43
Elkhart, St. David's	0.00	0.03	115.00	131.00	0.02	0.00	79.00	52.00	38.00	68.00	0.00	0.02	0.07	0.24	0.39	0.39	7,197.00	75,810.00	37.38	87,595.00	71,492.00	84,112.00	22,700.00
Elkhart, St. John's	0.03	0.04	727.00	757.00	0.08	0.02	410.00	140.00	156.00	162.00	0.07	0.20	0.16	0.52	2.12	2.00	6,143.00	233,850.27	21.21	293,417.53	242,664.92	302,875.40	85,750.00
Fort Wayne, St. Alban's	0.00	0.10	382.00	404.00	0.07	0.00	141.00	99.00	60.00	110.00	0.01	0.03	0.07	0.63	1.05	0.91	8,040.00	88,058.00	16.13	115,601.00	91,771.00	113,695.00	33,359.04
Fort Wayne St. Philip & St. James	0.01	0.03	181.00	161.00	0.08	0.04	116.00	69.00	44.00	16.00	0.04	0.03	0.07	0.36	0.49	0.55	17,673.44	73,838.00	28.98	110,401.41	86,663.49	107,995.31	25,860.12
Fort Wayne, Trinity	0.00	0.20	902.00	969.00	0.09	0.02	607.00	144.00	165.00	174.00	0.12	0.14	0.14	1.26	2.78	2.33	11,012.40	330,525.51	22.86	466,884.40	354,867.40	436,148.20	93,759.84
Gary St. Augustine's	0.00	0.00	192.00	196.00	0.03	0.00	192.00	102.00	56.00	158.00	0.01	0.03	0.00	0.00	0.66	0.64	1,317.00	81,203.00	23.66	87,069.00	81,439.00	94,576.00	28,325.00
Gary St. Barnabas	0.00	0.00	116.00	114.00	0.00	0.00	77.00	61.00	22.00	17.00	0.01	0.01	0.06	0.01	0.26	0.25	1,227.06	29,853.35	22.08	46,539.82	48,843.91	55,995.91	
Gas City, St. Paul's	0.00	0.01	59.00	56.00	0.00	0.03	56.00	52.00	44.00	13.00	0.00	0.06	0.00	0.00	0.23	0.23	2,142.90	28,582.20	23.90	38,519.46	26,953.22	34,118.63	6,888.80
Goshen, St. James	0.00	0.04	89.00	86.00	0.00	0.02	47.00	104.00	54.00	20.00	0.01	0.06	0.04	0.22	0.32	0.36	4,036.10	52,397.00	31.49	67,031.65	51,800.97	60,789.67	
Griffith St. Timothy's	0.00	0.06	307.00	292.00	0.04	0.04	180.00	68.00	50.00	105.00	0.02	0.03	0.05	0.35	0.70	0.77	6,704.83	60,046.25	16.50	78,266.88	74,826.79	86,683.61	34,556.04
Hobart, St. Stephen's	0.00	0.03	116.00	119.00	0.00	0.00	54.00	2,713.00	63.00		0.01	0.02	0.06	0.19	0.35	0.28	9,528.50	20,280.00	11.14	52,170.74	27,933.66	32,970.81	
Howe, St. Mark's	0.00	0.00	70.00	71.00	0.00	0.00	68.00	58.00	26.00	32.00	0.04	0.02	0.02	0.12	0.16	0.28	1,972.00	21,950.00	26.38	41,192.00	31,845.00	36,612.00	9,372.00
Huntington, Christ the King	0.02	0.02	170.00	157.00	0.03	0.00	90.00	52.00	38.00	39.00	0.04	0.03	0.07	0.17	0.31	0.39	1,563.46	49,413.00	30.65	70,610.61	58,893.48	70,473.10	16,089.96
Kokomo, St. Andrew's	0.00	0.03	361.00	408.00	0.01	0.03	218.00	101.00	87.00	152.00	0.03	0.02	0.18	0.74	1.64	1.56	7,078.00	185,732.00	21.78	219,666.00	157,098.00	191,746.00	28,800.00

Journal 1994

	Adults	Children Baptized	Members Beginning of Year	Confirmations Received	Confirmed in Good Standing	Sunday	Weekday	Private	Marriages	Burials	Teachers	Children	Pledging Units For Report Year		Pledging Units For 1995	Plate Offerings	Pledge Payments	Average Pledge per week for 1994	Total All Revenue Within Congregation	Total Expenditures	Salaries Clergy & Assisting Clergy	
LaPorte, St.Paul's	0.00	0.04	228.00	254.00	0.00	0.00	156.00	143.00	338.00	82.00	0.02	0.12	0.06	0.28	1.05	0.97	1,055.00	88,195.00	16.15	138,145.00	112,349.00	139,742.00	26,650.00
Logansport, Trinity	0.01	0.01	163.00	162.00	0.05	0.01	118.00	91.00	31.00	67.00	0.02	0.04	0.04	0.34	0.48	0.48	10,051.00	48,799.00	19.55	62,938.00	52,923.00	68,023.00	10,450.08
Marion, Gethsemane	0.02	0.01	165.00	225.00	0.00	0.00	111.00	127.00	108.00	73.00	0.02	0.04	0.10	0.16	0.67	0.81	3,074.00	86,874.00	24.94	130,561.00	112,194.00	130,826.00	19,450.79
Michigan City St. Andrew's	0.00	0.00	89.00	112.00	0.00	0.00	83.00	102.00	69.00	13.00	0.00	0.01	0.03	0.16	0.57	0.54	3,812.00	59,498.00	21.19	76,085.00	85,457.00	102,390.00	24,566.04
Michigan City, Trinity	0.02	0.07	212.00	207.00	0.03	0.00	191.00	154.00	121.00	156.00	0.01	0.08	0.10	0.46	1.03	1.00	8,491.05	114,676.79	[illegible]	175,064.41	140,454.04	175,032.68	
Mishawaka, St. Paul's	0.03	0.04	213.00	195.00	0.03	0.01	90.00	94.00	82.00	73.00	0.02	0.05	0.06	0.14	0.47	0.53	1,666.00	57,242.00	23.42	96,112.00	72,781.00	87,325.00	30,000.00
Munster, St. Paul	0.00	0.07	353.00	350.00	0.06	0.02	237.00	104.00	63.00	78.00	0.01	0.05	0.17	0.77	1.58	0.00	2,218.00	102,965.00	12.53	194,626.00	158,588.00	180,595.00	36,701.30
Plymouth, St. Thomas	0.03	0.02	305.00	294.00	0.06	0.00	174.00	106.00	105.00	0.00	0.01	0.07	0.06	0.35	0.65	0.73	1,254.18	99,708.79	29.50	129,647.47	130,128.00	169,443.59	30,300.00
Rensselaer, St. Peter's	0.00	0.00	23.00	30.00	0.00	0.00	23.00	52.00	9.00	0.00	0.01	0.00	0.01	0.05	0.08	0.08	662.00	7,591.00	18.25	1,467.00	10,491.00	12,401.00	4,100.00
South Bend, Cathedral	0.00	0.08	432.00	481.00	0.04	0.05	277.00	129.00	181.00	152.00	0.03	0.06	0.16	0.54	1.07	1.04	36,637.67	165,712.86	29.78	298,438.63	243,894.64	293,503.75	41,974.95
South Bend, Holy Trinity	0.00	0.04	92.00	100.00	0.01	0.00	0.00	104.00	13.00	68.00	0.01	0.03	0.03	0.04	0.43	0.47	2,845.75	40,799.35	18.25	45,854.60	36,715.09	45,375.18	13,500.00
South Bend, St. Michaels	0.02	0.11	360.00	362.00	0.02	0.01	159.00	104.00	114.00	66.00	0.03	0.03	0.13	0.67	0.92	0.94	34,412.31	149,272.41	31.20	349,001.41	180,724.52	212,026.90	58,477.80
Syracuse, All Saints	0.00	0.03	72.00	68.00	0.00	0.04	31.00	78.00	171.00	17.00	0.01	0.04			0.32	0.28	2,387.00	30,537.00	18.35	37,727.00	37,356.00	41,699.00	11,498.00
Valparaiso, St. Andrew's	0.01	0.12	335.00	304.00	0.12	0.04	86.00	102.00	76.00	75.00	0.07	0.06	0.12	0.59	0.88	0.75	10,208.00	122,444.00	26.76	144,837.00	112,178.00	142,050.00	
Warsaw, St. Anne's	0.02	0.12	481.00	453.00	0.05	0.04	301.00	156.00	50.00	44.00	0.04	0.02	0.12	0.96	0.96	1.04	13,541.00	159,554.00	31.96	180,603.00	156,232.00	182,526.00	44,320.00
TOTALS	0.24	1.42	8,006.00	8,185.00	0.95	0.42	4,949.00	5,903.00	2,878.00	2,490.00	0.82	1.51	2.45	11.04	2381	21.93	234,002.29	2,849,427.76	22.31	4,212,283.17	3,562,113.05	4,251,282.94	

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DIOCESAN DIRECTORY

THE EXECUTIVE

THE BISHOP

The Right Reverend Francis Campbell Gray
117 North Lafayette Boulevard, South Bend, Indiana 46601

CANON TO THE ORDINARY AND ADMINISTRATIVE ASSISTANT

The Rev'd Canon David L. Seger
117 North Lafayette Boulevard, South Bend, Indiana 46601

SECRETARY

The Rev'd Canon John E. Schramm
P. O. Box 421, Plymouth, Indiana 46563

ASSISTANT SECRETARY

The Rev'd Canon David L. Seger

TREASURER

Mrs Sharon Katona
117 North Lafayette Boulevard, South Bend, Indiana 46601

COMMISSION ON MINISTRY

The Rev'd Frank Moss, Chairman

CHANCELLOR OF THE DIOCESE

The Hon. David Wright

THE LEGISLATIVE BODIES

THE CONVENTION

The Bishop, President
The Treasurer
The Chancellor
The Clergy
The Lay Delegates

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Jay Rigdon (1996)
Joseph Weaver (1997)
The Rev'd David Seger, *ex officio*

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Fanny Clement
Richard Donnelly
The Rev'd Dale Hathaway

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Patricia Poehler
Sandra Brown Stackhouse
The Rev'd Robert Fitzpatrick

COURTESY RESOLUTIONS
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The Rev'd Paul J. Tracy
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Dr. Jack Mapes (1995)
Kay Miller (1996)
The Rev'd Dcn Richard Miller (1996)
Hill Richardson (1997)
Charlotte Stowhorn (1997)
The Rev'd Dcn Theodore Niedlinger, *ex officio*
The Rev'd David Seger, *ex officio*

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Mrs Gwen Black, President of the ECW

CALUMET DEANERY (Retire 1996)
The Rev'd Robert Deshaies
Mr. Richard Gardner

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The Rev'd Dale Hathaway
Mr. David Jocelyn

SOUTH BEND DEANERY (Retire 1994)
The Rev'd Tina Velthuizen
Dr. Rob Holl

ELKHART DEANERY (Retire 1995)
The Rev'd Mark Thompson
Ms. Nancy Snobarger

FORT WAYNE DEANERY (Retire 1996)
The Rev'd Theron Lansford
Mr. Daniel Ewing

WABASH VALLEY DEANERY (Retire 1995)
The Rev'd Frank King
Mrs. Kathleen Fluhrer

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THE STANDING COMMITTEE
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Dr. Jack Mapes (Retire 1995)
The Rev'd Stephen Gerth (Retire 1996)
Mr. David Nash (Retire 1996)
The Rev'd Michael Basden (Retire 1997)
Ms. E. Lloyd Bane (Retire 1997)

OTHER BODIES

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The Rev'd Dcn Theodore Neidlinger (Retire 1995)
Mr. Richard Ring (Retire 1995)
The Rev'd John Blakslee (Retire 1996)
Mrs. Fanny Clement (Retire 1996)
The Rev'd Robert Fitzpatrick (Retire 1997)
Mr. William W. Bissell (Retire 1997)

THE GREATER CATHEDRAL CHAPTER
The Rev'd Robert Chiles (Retire 1995)
Mrs. Betty Jo Boyer (Retire 1995)
The Rev'd Stephen Gerth (Retire 1996)
Mr. Mel Ring (Retire 1996)

DEPUTIES TO THE 1994 GENERAL CONVENTION

The Rev'd Dabney Smith
The Rev'd Michael Basden
The Rev'd Richard Kallenberg
The Rev'd Frank Moss, III

Mrs Nancy Moody
Mr LeRoy Lacey
Ms E. Lloyd Bane
Mrs Suzanne Stiene

ALTERNATE DEPUTIES TO THE 1991 GENERAL CONVENTION

The Rev'd Stephen Gerth
The Rev'd David Hyndman
The Rev'd Harold Comer
The Rev'd Philip Morgan

Mr David Wright
Mr Daniel Pfeifer
Mr R. Wyatt Mick

DELEGATES TO PROVINCIAL SYNOD

The Rev'd David Hyndman (Retire 1995)
The Rev'd Henry Randolph (Alternate -- Retire 1995)
Mrs Nancy Wiese (Retire 1997)
Mrs. Anne Donnelly (Alternate -- Retire 1997)
Mrs Cynthia Guzzo (Retire 1995)
Mr Randy Powers (Alternate -- Retire 1995)

DIOCESAN ECUMENCIAL OFFICER

The Rev'd David Hyndman
The Rev'd Paul Tracy (Deputy)

EPISCOPAL/LUTHERAN DIALOGUE COMMITTEE

The Rev'd Robert Bizzaro
The Rev'd Paul Tracy

EPISCOPAL CHURCH WOMEN

Mrs Gwen Black, President
Mrs. Nan Lunde, Vice President
Mrs Kathleen Fluhrer, Treasurer

PROGRAM COMMITTEES

THE WAWASEE EPISCOPAL CENTER BOARD
Mr J. W. (Windy) Miller, Chairman

THE COMMITTEE ON ALCOHOLISM AND SUBSTANCE ABUSE
Dcn. Frank McKee, Chairman

THE COMMITTEE ON STEWARDSHIP
Mr John Ritter, Chairman

HAPPENING STEERING COMMITTEE
Ms. Katherine Gray

CURSILLO SECRETARIAT
Mr. Hill Richardson, Lay Director
The Ven Sarah Tracy, Spiritual Director

THE FINANCE COMMITTEE
The Bishop
The Rev'd Richard Kallenberg, Chairman

THE COMMITTEE ON AGING
Mrs Rosemary Ward, Chairman

THE PRESIDING BISHOP'S FUND FOR WORLD RELIEF
Mrs. Charlotte Strowhorn, Diocesan Representative

SCHOOL FOR FAITH AND MINISTRY BOARD
The Rev'd Dcn Richard Miller, Chairman

THE COMMITTEE ON CONGREGATIONAL REVITALIZATION AND DEVELOPMENT
Mr Dan Mohnke, Chairman

OFFICIAL CLERGY LIST—1994

Clergy Status	Last Name	First	Middle	Date Recorded	From	At Conv.
Bishop	Gray	Francis	Campbell	31 Oct 1986	Central Florida	Y
Parochial	Phelps	C.	Richard	20 Apr 1963	Ordained	Y
	Hyndman	David	L.	30 May 1964	Ordained	Y
	Blakslee	John	C.	13 Jun 1975	Milwaukee	Y
	Meyer	John	E.	1 Nov 1976	Indianapolis	Y
	Heiligstedt	Patrick	C.	22 Mar 1979	Milwaukee	Y
	Schramm	John	E.	21 Apr 1982	Chicago	Y
	Comer	Harold	L.	30 Nov 1983	Ordained	Y
	Holifield	Loyd	W.	24 Oct 1984	Colorado	Y
	Morgan	Philip		18 Sep 1985	Swans. & Brecon	Y
	Smith	Larry	J.	16 May 1986	Ordained	Y
	Tracy	Paul	J.	25 Aug 1986	Idaho	Y
	Basden	Michael	P.	22 Jun 1987	Central Florida	Y
	King	Frank	H.	12 Sep 1987	Ordained	Y
	Kallenberg	Richard	A.	18 Sep 1987	Fond Du Lac	Y
	Hathaway	Dale	C	1 Feb 1988	Milwaukee	Y
	Gerth	Stephen	S.	8 Dec 1988	Louisiana	Y
	Lynn	Robert	N.	12 Sep 1989	Chicago	Y
	Smith	Dabney	T.	16 Oct 1989	Central Florida	Y
	Dower	Ronny	Warren	10 Sep 1990	West Virginia	N
	Fitzpatrick	Robert	L.	10 Sep 1990	Newark	Y
	Moss	Frank	H.	10 Oct 1990	Connecticut	Y
	Scott	Shelby	H.	21 Feb 1991	Oklahoma	Y
	Randolph	Henry	George	10 Mar 1991	Louisiana	Y
	Chiles	Robert	L.	1 Jun 1991	Upper So. Carolina	Y
	Velthuizen	Teunisje		12 Sep 1991	Western Michigan	Y
	Blubaugh	Susan	Jo	20 Dec 1991	Ordained	Y
	Ormos	C.	Patrick	13 Jan 1992	Montreal	Y
	Haas	Michael	J.	28 Mar 1992	Roman Catholic	Y
	Harbin	J.	Derek	15 Jun 1992	W. North Carolina	Y
	Thomas	Robin	E.	1 Jul 1992	Maine	Y
	Alford	Richard	A.	19 Aug 1992	Quincy	Y
	Deshaies	Robert	J.	21 Sep 1992	Southeast Florida	Y
	Mann	Frederick	E.	9 Feb 1993	Central Florida	Y
	Thompson	Mark	A.	1 Mar 1993	Vermont	Y
	Harker	Margaret	G.	4 Apr 1993	Ordained	Y
	Traquair	Megan		13 Jul 1994	Los Angeles	Y
	Carver	John	Phillip	22 Jul 1994	Idaho	Y
	Ottsen	David	Keith	18 Oct 1994	Oklahoma	Y
Non-	Minnix	George	R.	25 Jan 1964	Ordained	N
Parochial	Mitchell	Leonel	L.	1 Sep 1971	New York	N
	Lansford	Theron	G.	9 Oct 1971	Ordained	Y
	Mack	Ross		7 Jan 1977	Milwaukee	N
	Morgan	John	H.	14 Nov 1979	Kansas	N
	Smith	Paul	R. G.	13 May 1983	Ordained	N
	Kennison	Richard	J.	14 Sep 1984	Ordained	N

	Jayawardene	Thomas	Devashri	25 Aug 1986	Roman Catholic	N
	North	Mark	R.J.	25 Aug 1986	Eastern Orthodox	N
	Bradshaw	Paul	F.	15 Jan 1988	Oxford	N
	Seger	David	L.	26 Aug 1991	Louisiana	Y
Deacon	Taylor	Robert	M.	16 Nov 1984	Ordained	Y
	Tracy	Sarah	Shrewder	25 Aug 1986	Idaho	Y
	Miller	M.	Richard	4 Jan 1989	Ordained	N
	Taylor	Gloria	A.	12 Jun 1989	Ordained	Y
	Finster	Mary	Ruth	8 May 1990	Ordained	Y
	Zunkel	Alvin	P.	1 Jul 1991	Ordained	Y
	Richardson	Leslie	S. L.	9 Oct 1991	Ordained	Y
	Neidlinger	Theodore	Paul	9 Oct 1991	Ordained	Y
	Illes	Joseph	Paul	9 Oct 1991	Ordained	Y
	Ring	Roberta	Kay	9 Oct 1991	Ordained	Y
	Wolford	Arthur	C.	9 Oct 1991	Ordained	N
	McKee	Francis	L.	9 Oct 1991	Ordained	Y
	Miller	Janice	H.	18 Oct 1993	Central Florida	Y
	Carver	Barbara		17 Oct 1994	Idaho	Y
Retired	Sheridan	William	C. R.	15 Jan 1945	Maryland	N
	Mosier	Bruce	B.	23 Jun 1946	Ordained	N
	Wood	George	B.	13 Oct 1947	Milwaukee	N
	Dexter	Wilbur	B.	1 Feb 1949	Chicago	N
	Reid	Benedict		23 Nov 1953	Ordained	N
	Douglass	Eugene	O.	22 May 1954	Quincy	N
	Eyrick	B.	Linford	9 Feb 1956	Albany	N
	Center	Robert	J.	20 Dec 1956	Springfield	N
	McCormick	R.	Bradley	1 Sep 1957	Pittsburgh	Y
	Davis	George	M.	2 Oct 1967	Dallas	N
	Leatherbury	Paul	E.	15 Oct 1969	Milwaukee	N
	Bizzaro	Robert		17 Jan 1972	New Jersey	Y
	Williams	W.	Kenneth	16 Feb 1973	Central Florida	N
	Gibson	William		1 Jun 1974	Kansas	N
	Aldrich	Thomas	Bailey	15 Dec 1974	Chicago	N
	Brown	Maxwell		1 Sep 1980	Milwaukee	N
	Klatt	William	B.	18 Nov 1983	Indianapolis	N
	Price	Clair	Edwin	12 Oct 1984	Ordained	N
	Hernandez	Robert	G.	30 Apr 1986	Columbia	N
License	Lodwick	James	N.	1 Sep 1991	New York	N
	Griswold	Edwin	A.	19 Sep 1991	Ohio	N
	Page, Jr.	Hugh	R.	16 Nov 1992	East Carolina	N
	Thornton	Michele	R.	16 Nov 1992	East Carolina	N
	McGowan	Andrew		10 Feb 1993	Australia	N

LAY DELEGATES SEATED AT CONVENTION 1994

CITY	PARISH OR DIOC OFFICE	NAME
	Chancellor	Mr. David Wright
	Deputy	Mr. Leroy Lacey
		Mrs. Nancy Moody
	Treasurer	Mrs. Sharon Katona
Angola	Holy Family	Mr. Thomas Laffey
		Mrs. Faye Bowman
		Ms. Sybil Marshall
Berne	St. George's	Ms Mary Schuman
Bristol	St. John of the Cross	Mr. Phillip Eddy Sr.
		Mrs. Betty Pratt
		Mrs. Sharon Chase
Chesterton	St. Francis' Church	Mr. Carl Eckhardt
		Ms. Trudy Eckhardt
		Ms. Valerie Lee
Crown Point	St. Christopher's	Mr. David Heady
		Mrs. Ann McBride
		Mrs. Dawn Heady
Culver	St. Elizabeth's	Ltc. Charles Lewis
Elkhart	St. David's	Mr. William Bissell
		Mrs. Cynthia Guzzo
		Mrs. Gloria Kramer
	St. John's	Mr. Charles Moore
		Mr. Fred Corbin
		Mrs. Vicki Holoway
Fort Wayne	St. Alban's	Mr. Bob Edington
		Mrs. Marilyn McClure
	St. Philip & St. James	Mrs. Nan Lunde
		Mrs. Cynthia Orban
		Mrs. Nancy Skiver
	Trinity	Mr. John Schechter
		Mrs. Margie McClure
		Mrs. Alison Bauer
	St. Barnabas'	Mrs. Barbara Meneakis
		Mrs. Rose Staab
		Mrs. Sandy Muckleroy

	St. Augustine's	Mrs. Evelyn Reaves Mrs. Fanny Clement Mrs. Jane Oliver
Gas City	Saint Paul's	Mrs. Mick King
	St. Paul's	Mrs. Gwen Black Mrs. Pat Smith
Goshen	St. James'	Mr. Charles C. Wicks Mrs. Katie Craig Mrs. Nancy Snobarger
Griffith	St. Timothy's	Mr. Anthony Skimina Mr. Rindalee Skimina Mrs. Margaret Harrison
Hobart	St. Stephen's	Mr. Robert E. Bell Mrs. Audrey Feit Mrs. June Daravanis Mrs. Gloria Frye
Huntington	Christ the King	Mr. Mel Ring
Kokomo	St. Andrew's	Dr. John Mapes Mr. John Eklem Ms. Cheryl Lakin
LaPorte	St. Paul's	Mr. Joseph Walker Mr. Robert Richter Mrs. Sula Foss
Logansport	Trinity	Mr. Carl Methner Mr. Clark Miller Mrs. Roberta Schlinglof
Marion	Gethsemane	Mrs. Esther Weaver Mrs. Kathleen Fluhrer Mrs. Kay C. Blume
Michigan City	St. Andrew's	Mrs. Marilyn McKay
	Trinity	Mr. David Nash Mr. Robert Highley Mrs. Mary Brockway
Mishawaka	St. Paul's	Mr. Terry R. Smith Mrs. Barbara Chaney Mrs. Teresa Betz
Munster	St. Paul's	Mr. Van Bartniczak Mrs. Pat Huizenga

Plymouth	St. Thomas'	Dr. Rob Holl Mrs. Sharon Teves
Rensselaer	St. Peter's	Mr. David Utermark
South Bend	Cathedral of St. James	Mr. Dean M. Davis Mr. Terry Fisher Mrs. Gail Wing
	Holy Trinity	Mr. Jon Molnar Mr. Peter Sincox Mrs. Yolanda Illes
	St. Michael & All Angels	Dr. Sandra Brown Stackhouse Mr. Robin Douglass Mrs. Martin Kahn
Syracuse	All Saints'	Mr. Larry Biller
Valparaiso	St. Andrew's	Mrs. Betty Stacy
	St. Andrews	Ms. Pamela Harris
Warsaw	St. Anne's	Mr. Dan Leininger Mrs. Dottie Rankin Mrs. Sheila Burner

RULES OF ORDER

FOR CONDUCTING THE BUSINESS OF THE CONVENTION OF THE DIOCESE OF NORTHERN INDIANA

1. The schedule and agenda of the Convention shall be determined by the Bishop or the presiding officer reflecting the requirements of Canon No. 2, and to the extent practicable shall be anounced prior to the opening of the Convention.

2. The Convention shall have the right, however, by a vote of two-thirds of the members of the Convention present and voting to change such schedule or agenda, except those items mandated under Canon No. 2.

3. a) All resolutions and a written report from the Nominating committee shall be completed and circulated to the convention delegates at least sixty (60) days prior to the Convention.
   b) Any resolutions submitted after this date, other than courtesy resolutions, will require a two thirds (2/3) vote of the members of the Convention present in order to be considered by the Convention.

4. No motion shall be considered as before the House unless it is seconded and reduced to writing.

5. All main motions and amendments thereto shall require a majority vote of those present and voting, except for the following which shall require a two-thirds vote:
   A. Suspension of the rules
   B. The previous question
   C. Changing the time limit of debate
   D. Reconsideration, if proposed by one of the majority of the first decision.

6. A member may not speak more than once on any motion until all other delegates have had an opportunity to speak.

7. Speeches shall be limited to no more than three minutes in length, unless the member is speaking on behalf of a motion from a deanery when the member may speak for no more than four minutes.

8. All statements shall be delivered from the floor except for
   A. Reports by officers, committee chairpersons, or their representatives
   B. Special guests of the Convention.

9. Clergy of the Church not entitled to seats, and Candidates for Holy Orders in this Diocese shall be admitted to the sittings of the Convention, and their names entered in the journal on their reporting themselves to the Secretary, but without the right to take part in the proceedings.

10. In case a parliamentary problem should arise which is not covered by existing rules, the authority shall be ***Roberts Rules of Order, Newly Revised.***

11. The above shall be the Rules of Order of all future Conventions unless altered or rescinded and shall be published in the Journal of each Convention.

MINUTES OF THE DIOCESAN CONVENTION

November 4-5, 1994

The 96th Annual Convention of the Diocese of northern Indiana began with a glorious conventual Mass at Trinity Church, Ft. Wayne, Indiana, at 6 p.m., November 4, 1994, the Right Reverend Francis C. Gray, Bishop of the Diocese, Celebrant and Preacher.

After the Mass the company gathered at the Grand Wayne Center for fellowship and the annual convention banquet. Mrs. Susan Miller, parish church consultant and advisor to the House of Bishops of the Church from Neptune Beach, Florida, was the speaker. The burden of her address was for parishes to create the kind of environment in which new people can be welcomed and brought within the fellowship of the parish.

The business meeting of the Convention was called to order at 0906 on Saturday, November 5th, in the Great Hall of Trinity Church, with prayer by Bishop Gray.

The Rev'd Harold Comer, chair of the credentials committee, reported that there were 54 clergy and 89 lay delegates present. Bishop Gray declared a quorum present and the convention organized for business.

Bishop Gray then asked convention to seat The Rev'd Charles Hensel, who is on license from the Diocese of Chicago, and is the interim rector at Gethsemane Church, Marion. Convention agreed to his request.

The Rules of Order, as amended by the last convention, were adopted by motion and vote.

Bishop Gray moved next to the appointment of Convention Officers. The Bishop nominated the Rev'd Canon John Schramm to be the Secretary of Convention, and Mrs. Sharon Katona to be the Treasurer of the Diocese. Convention voted its approval. Next, the Bishop appointed Mr. David Wright to be Chancellor and Mr. Joe Weaver as Parliamentarian.

Bishop Gray called the attention of convention to his appointments as printed in the delegates' convention packet (and reflected in the directory printed above).

The Bishop next asked for a change in the order of items printed on the convention agenda and moved to the report from the Committee on Nominations.

Mrs. Nancy Moody, chair of the committee, moved acceptance of the slate of nominees printed and mailed to the delegates. The Bishop called special attention to the detail of the printed report which suggested that in the election for delegates to Provincial Synod, in order to come into accord with the new canons, that one lay person be elected for a three year term, one for a one year term, one as a three year alternate, and one as a one year alternate. It was further suggested that these four should be elected in that order according to the number of votes, with the highest vote-getter receiving the three year term. The recommendation of the nominating committee was approved as printed.

Now nominations from the floor were taken. Only one nomination was made: that of Mrs. Anne Donnelly for Cathedral Chapter. Now the vote was undertaken for all four elections: directors of the Northern Indiana foundation (one clerical member for a three-year term-The Rev'd Robert Fitzpatrick, nominee; one lay member for a three-year term - Mr. William Bissell and Mrs.. Suzanne Stiene, nominees); Members of the Greater Cathedral Chapter (one presbyter for a two-year term - The Rev'd Stephen Gerth and The Rev'd Teunisje Velthuizen, nominees; one lay member for a two year term - Mr. Mel ring and Mrs. Anne Donnelly, nominees); Members of the Standing Committee (One presbyter for a three year term - The Rev'd Canon John Schramm and The Rev'd Michael Basden, nominees; and one lay member for a three year term - Ms. E. Lloyd Bane, Mr. Richard Donnelly, and Mr. Robert Douglass, nominees); and Delegates to the provincial Synod (Mrs. Anne Donnelly, Mrs. Cynthia Guzzo, Mr. Randy Powers, and Mrs. Nancy Wiese, nominees).

An announcement was now made on behalf of the exhibitors: "Please stop by to look at their wares." Materials on marriage encounter are also available at convention through The Rev'd Robert Deshaies.

Special thanks were now made to Mr. Wayne Peterson, Director of Music of Trinity Church for the wonderful service music, both at the Mass last night and at Sung Matins earlier this morning. Thanks were also offered to the Rector of Trinity Church.

Bishop Gray now called for the Treasurer's Report. Mrs. Sharon Katona came forward to call attention to the report mailed previously to the delegates. As is her custom, she announced that medical insurance costs will increase by 7% next year. This amounts to $54 per quarter for a single policy and $123 for a family. There were no questions about the report, so it was allowed to stand as printed.

Now Mrs. Susan Miller was introduced again for a special presentation. She continued to speak about the importance of the environment of the parish for newcomers and about some of the difficulties of church growth. Then she went on to talk with members of the convention about the life cycle model with regard to parish life. She made a strong case for the idea of parallel development, that is, helping to maintain the interests of long time members while seeking new things to attract new ones. She also spoke about the different skills needed for different phases in the life cycle of the parish church. After he presentation, convention recessed for a coffee break at 1027.

When convention resumed at 1042, Susan Miller made convention aware of certain national church publications which can be helpful with regard to the matters she spoke about.

The Bishop next introduced clergy new to diocese: The Rev'd David Ottsen, who has come to begin a new church on the south side of South Bend; The Rev'd J.P. Carver, who is the Rector of Holy Family Church, Angola; The Rev'd Deacon Barbara Carver, located in her ministry at Angola; The Rev'd Megan Traquair, Assistant at St. John of the Cross Church, Bristol; The Rev'd Chuck Hensel, Interim at Gethsemane Church, Marion; and The Rev'd Deacon Janice Miller, teaching in South Bend and located at St. Michael and All Angels Church, South Bend. In addition to new clergy, seminarians Mr. Carl Gilliam, preparing for the diaconate, and Mrs. Linda Hughes, studying for the priesthood were also present and introduced.

Bishop Gray reported that one member of the diocesan clergy was lost by death during the last year: Dom Leo Patterson, monk of St. Gregory's Abbey, Three Rivers, Michigan. Prayers for repose of his soul were offered.

Bishop Gray called for The Rev'd Dabney Smith, Chair of the Committee on New Congregations, to come forward. He called attention to materials submitted with resolution #3, and moved the adoption of the resolution: to admit Christ the King Church, Huntington, to parish status. Convention received the recommendation, unanimously approved it, and gave the new parish a standing ovation. The Vicar, The Rev'd Peg Harker, addressed the convention and praised the work of the congregation in reaching this goal. She presented Berniece Kline, one of the three original women who helped found the parish, and was herself confirmed by Bishop Gray's grandfather. Now Mr. Mel Ring, senior warden, spoke to convention and praised the congregation and the diocese and the work of former vicar, The Rev'd Curtis Ross, as well as current vicar Peg Harker.

As soon as members of Christ the King had taken their seats, a report of the tellers was made. The following were elected: The Rev'd Robert Fitzpatrick and Mr. William Bissell to a three-year term on the foundation; The Rev'd Stephen Gerth and Mr. Mel Ring to a two-year term to the cathedral Chapter; The Rev'd Michael Basden to a three-year term on the Standing Committee; and as delegates to the Provincial Synod: Mrs. Nancy Wiese to the three-year term, Mrs. Cynthia Guzzo to the one-year term, Mrs. Anne Donnelly as the three-year alternate, and Mr. Randy Powers as the one-year

alternate. For the lay member of the Standing Committee a run-off election was held between Mrs. Bane and Mr. Donnelly.

Now Bishop Gray presented his annual address. *(vid. infra.)*

After the Bishop's Address, The Rev'd Stephen Gerth presented and moved the report of the Committee on Constitution and Canons: Resolution #1. The purpose of the resolution is to allow parishes which desire it, to elect their delegates to convention at their annual meeting. In addition, the amendment calls upon parishes and missions to have delegate lists to the Secretary by May 1st. The resolution was unanimously approved.

The Bishop now called upon certain persons to make special presentations regarding certain facets of diocesan life.

The first to come forward was Mr. Ted Haas, member of the Young Adult Leadership Team, who spoke about current diocesan youth ministry. He ended with an appeal for support, especially for parents to encourage their children to attend youth functions.

The new archdeacon of the diocese, the Rev'd Deacon, now The Venerable, Rich Miller came next to talk about diocesan deaconal work and especially to pay tribute to the work of Deacon Sarah Tracy, retiring archdeacon. Deacon Tracy came forward to a standing ovation and was presented with a card and notice of a contribution of over $700 to St. Margaret's house made in her name by diocesan deacons.

At 1152 Noon day prayers were said and presentations made to the three new congregations in the diocese, Monticello, Wabash, and South Bend. Each received a book of Eucharistic readings; an altar missal, a chalice and patten, and a church register. Noon day prayers served as a commissioning of those who are to work as the leadership in the development of these new missions: The Rev'd Susan Blubaugh, The Rev'd Robert Bizzaro, and The Rev'd David Ottsen.

Just before convention recessed for lunch, it was announced that Mrs. Lloyd Bane was elected to the Standing Committee.

After directions for lunch, the company was dismissed for food at 1207, with prayers for the blessing of the food by The Rev'd Frank Moss, Rector of Trinity and chief Host of convention.

Convention resumed at 1310 with the announcement of The Rev'd Canon Bradley McCormick's 80th birthday party scheduled for St. Thomas Church, Plymouth, November 13th. It was also announced that the Family Picnic planned by the ECW for July and advertised at the luncheon was for the year 1995, not 1994. Thanks were expressed to the people who had prepared the luncheon and to Trinity Church in general for all the work done to make the convention a success. All the Trinity workers were given a standing ovation (these were very big today).

Presentations now continued with The Rev'd David Ottsen, new mission priest in the diocese. He spoke about the new mission, Christ church, 5802 S. Miami, South Bend, and shared the vision statement and the five convictions upon which the foundation of Christ Church is based. These are: 1. We live in a world that is hurting and hungry. 2. We have something to offer this world: Life in Jesus Christ (lived through the power of the Holy Spirit to the glory of our Father). 3. We are enabled to offer Jesus Christ by being who we are. 4. The fundamental ways we become who we are, are through worship and small groups. 5. We call for a commitment into a Covenant Relationship with God with Christ's disciples and the other members of Christ's Church. He also left convention with a wish list: prayers; use of an RV, a fax machine, flags and poles, and Initial Sponsors for the VALUE community newsletter.

Mr. Jerry Funes, director of Calumet Episcopal Community Services next spoke. He talked about the distribution of food and clothing to needy families, about referral to other agencies, about a physician who will treat the indigent free of charge and pharmaceutical companies they have found who will provide free medicine. He shared

his vision for a shelter in which to house people and to provide the services needed. Now ECS is operating out of his garage and they are pressed for space. ECS needs the support and prayers of the diocese.

Now for the budget: The Rev'd Richard Kallenberg, chair of the finance committee was called to present it. Since the 1995 proposed budget had been distributed previously, questions were called for. There was some conversation and approval for the budget was moved. The vote was unanimous for approval.

Now came a resolution from the Fr. Wayne deanery (Resolution #4). Since it had been presented after the cut-off deadline, even though it was reported out of the committee on resolutions without comment, convention had to vote to allow it to be considered. Convention did so and after some debate, the resolution, moved by The Rev'd Frank Moss for the deanery, passed.

Now came the time for Courtesy Resolutions, presented by the Hon. E. Spencer Walton. *(vid infra.)* All passed unanimously.

The Rev'd Frank Moss asked to speak as a point of personal privilege. He expressed appreciation to Bishop Gray for all of the work on the Forward in Faith campaign. His commitment was more for a full year than for the three months for which the consultants asked. He expressed his opinion that the success of the diocese is largely dependent on Bishop Gray's leadership. A standing ovation by the house for Bishop Gray seemed to indicate that most everyone felt the same way.

The Bishop expressed his thanks to Canon Seger for his work and convention expressed its concurrence with applause.

There being no further business, convention adjourned sine die at 1410 with the singing of the doxology.

Respectfully submitted

The Rev'd Canon John E. Schramm
Secretary to Convention

THE BISHOP'S CONVENTION ADDRESS 1994

What a great joy it is to be in this building and to have our Diocesan Convention at Trinity Church during their sesquicentennial. The vitality of this congregation is an inspiration and we are indebted to the rector, clergy and members of Trinity for this convention. This year marks a turn in direction for us as a diocese, beginning with this convention. With minimal resolutions to address, we have the opportunity to hear from our speaker twice. I trust the material Suzy Miller presented will be of help to you as you return home. For me, the greatest value of Diocesan Convention comes from hearing the stories of our life together. This is a time to remember the past, celebrate the present and anticipate the future. Thus, this address will be divided into these three parts.

PART ONE. The most recent events that have happened; indeed, continue to happen, are that we have begun work in three new locations all within the year of 1994. I will describe these three missions chronologically.

Late last summer, the Reverend Susan Blubaugh asked permission to begin conducting services in Monticello. She took out several advertisements in the local newspaper and in August, eleven people met to organize as a fellowship group. They chose the name St. Mary's Fellowship, so we now have a congregation named in honor of the Blessed Virgin Mary. On October first, I made my first visitation to St. Mary's and it was a joy to do so. I look forward to the future and am pleased that, once again, there is an Episcopal presence in Monticello.

More recently, I asked the Very Reverend Robert Bizzaro, retired Dean of our Cathedral, to begin work in Wabash. It has long been a desire of mine to have a church in Wabash, which is the largest county seat in the state not to have an Episcopal Church. Dean Bizzaro goes down to Wabash once or twice a week, and hopes to have his first organizational meeting soon. This work is being supported and encouraged by the Wabash Valley Deanery. The name, Church of the Resurrection has been chosen.

Our third new congregation is taking form in south St. Joseph County. This has been in the planning stages for over a year, and indeed, Mr. Jack Hickey and I have been looking for property south of the by-pass in South Bend for over two years. Recently, Jack and rosemary Hickey donated three acres of land on South Miami Street and the diocese purchased an adjacent house for a church house. On October first, the newest priest in our diocese, the Reverend David Ottsen, began his ministry at what will become Christ's Church. David, his wife Deborah and their daughter Carrie moved from Broken Arrow, Oklahoma and have purchased a home. This was very much a diocesan effort, in that the committee for Congregation Revitalization and Development served as the search committee.

I have found Father Ottsen to be a person of prayer and vision. He began his ministry by taking time for prayer and reflection on the vision and biblical basis for this new congregation. The name Christ Church came from this time. You will hear from Father Ottsen later today, and I know that your enthusiasm for this work will be as real as is mine.

David Ottsen, Susan Blubaugh and Bob Bizzaro have met together and will continue to do so. Each is a pioneer and each will draw other pioneers into this ministry in the coming years. It is important for us to know that the function of new congregations is not for us to move active Episcopalians around. We are trying to increase the Kingdom of God and bring new people into a saving relationship with Christ. It is also important to say that much of the impetus of this work came from this convention through the work of the Congregation Revitalization and Development Committee and forward in Faith.

Speaking of Forward in Faith, it was successful! The campaign began in the fall of 1993 and concluded in the summer of 1994. We have met our goal of one million seven hundred fifty thousand dollars and already $465,000.00 has been received. This should be a great time of celebration for this diocese and I want to take this time to thank all of the people who assisted in accomplishing this effort and especially General Chairman Bob Bullock.

There are some things which must be said about this campaign. First, most of the money is pledged, and not in hand. Therefore, it may be a couple of years before we are able to make grants and loans for projects. It must also be noted that $400,000.00 of this total is in planned gifts: that is, insurance policies which will come to the diocese at some future time. Further, $60,000.00 are gifts given to specific congregations. After expenses, the total available to the diocese will be $1,200,000.00 which is a wonderful legacy for us to build upon. As has been mentioned, we are already building upon this through our new ministries.

I must also say that with two or three exceptions, most of the congregations participated. While it is regrettable that some of our congregations did not participate, sixteen congregations made their goals and several others were close. The campaign is not over, and people can still contribute.

PART TWO: What are we doing in the present: things that are happening right now.

1) Ethics in Ministry. For the past eighteen months, a committee under the direction of Dean Mann has been meeting to develop ethical guidelines for this diocese. There will be clergy days scheduled on December 7th, and 10th and all clergy are required to attend one of these sessions. Subsequent days will be held in the future an ultimately there will be regularly scheduled days for new clergy and for all laity working with youth.

2) Congregational Revitalization. The diocese is having reprinted a book entitled Power From On High which is a model for parish life and development. Diocesan Council has approved its use for all congregations who ask for reductions in assessments, and it will be used by our new congregations as well. I hope that this resource will become a standard for the development of the life of our congregations. For further information, talk with the Reverends John Schramm or Tina Velthuizen.

3) Budget. Our budget this year is a very good one, and reflects the full payment to the National Church. The South Bend Deanery resolution has been withdrawn due to the fact that the General Convention reinstated the full missionary asking. As the Chair of World Mission for the House of Bishops, I am very pleased and I urge you to pass this important budget.

4) Archdeacon. As of this convention, the Venerable Sarah Tracy will cease to be the archdeacon. Sarah has resigned and will stay on to finish the academic year for the School for Faith and Ministry. I am appointing the Reverend Deacon Richard Miller as archdeacon and you will hear from Rich later in this convention. However, I did want to briefly comment on the remarkable ministry of Sarah Tracy. Most of the deacons who serve in this diocese were raised up under Sarah's tenure, and ours is one of the finest cadre of deacons in the church. Their training is superb and each has a servant ministry. Further, Sarah is the founder of our well respected St. Margaret's House. St. Margaret's offers day time shelter and hospitality to over fifty women a day, all because of Sarah's vision. Sarah is at present serving as the president of North American Association of the Diaconate. Further, she is the deacon at St. Paul's Church, Mishawaka and is widely used as a teacher and spiritual director. Our diocese is deeply indebted to Sarah.

PART THREE: To Do.

1) Youth Leader. I am appointing a committee for the selection of a new Youth/ Christian Education leader. This person will begin employment in June or July of next

year. I have asked Archdeacon Miller to chair this committee, which is representative of youth and adults and has geographical balance as well.

2) Structure. In my convention address last year I named a Committee on Structure to study our diocesan committees and make recommendations to me as to how we can best use the talent we have in Northern Indiana. The committee contacted every diocesan organization and examined each in its relationship to the mission of the diocese. In the final report to me by the committee it is clear that we need a better way for the several committees to be more accountable to the Bishop and, in those instances where it is appropriate, to the Convention. It is also clear that we are not making as good of use as we might of our human resources.

Over the course of the next year, all committees, other than those elected by the Diocesan convention, will be evaluated. Members of committees will be added, reduced, or changed in order that we can make better use of the available talent. Each committee will have stated terms of service. Members of a few committees will serve at the pleasure of the Bishop. Clear lines of accountability for each committee will be established.

In order to do all of this, I need your help. My office (in the person of Canon Seger) is in the process of contacting every ordained person in the diocese asking each how he/she can best serve. Ideally, every ordained person should be involved in some kind of service in behalf of the diocese. After eight years of visitations to each of our congregations, I am very much aware that there are talented lay persons who could serve the diocese if they were asked. I need your help to identify these persons so that we can make use of their gifts.

3) Catechumenate. I wish to encourage the work of the task group on the catechumenate under the leadership of Clifford King Harbin. This fall, I attended a retreat on the Adult Catechumenate and am encouraged that more congregations are involved in this ministry. Many of our congregations are requesting confirmation in Eastertide; a fitting time for this year long process of commitment.

4) Wawasee. In the past year, we have developed a site pan and long range goals for the church and conference center. The conference center building is in good shape and is under the able direction of Sharon Chase, a member of St. John of the Cross, Bristol. However, the church building is in deplorable shape and needs to be replaced. It is my hope that we can raise the necessary funds to do so in the near future. As we have just completed a capital campaign, we will not start another one. However, the needs are great for this, our conference site, and I invite ideas from you as to the construction of a new chapel.

5) Nancy Moody. On December 18th, I will install Nancy Moody as an Honorary Canon of the cathedral. Nancy has served this diocese and the broader church for many years and this is a modest way to honor this great person of faith. Her accomplishments include: first woman seated at General Convention in 1970, eight time Deputy to General Convention, member of Executive Council, Program Budget and Finance. In the diocese she has served in almost every leadership capacity possible.

6) Lenten Series. This Lent, I plan to do a diocesan wide teaching series on the lord's prayer. For four Tuesdays Wednesday and Thursdays, I will travel to six separate locations to do teachings at noon and in the evenings. For sometime I have wanted to spend more time as a teacher in the diocese and this will provide such an opportunity.

7) Planned Giving. I commend the Stewardship Committee for its fine work and ask that this committee begin thinking about a planned giving officer (part-time) for the diocese. Such a person would be primarily a resource for local congregations.

I conclude this address with some personal remarks. 1994 has been a very strenuous year for me. In rapid succession, I have participated in a major capital funds drive, the wedding of my daughter and General Convention in addition to my regular responsibilities as Bishop. I want to bear testimony that all of this could not have been done without the ever present grace of God and the unstinting help of my staff. Each of them has given extra amounts of work and support and the staff does not get the

same public affirmation as the bishop. Please thank them.

I also bear testimony to the constant love and encouragement of Karen. This February we will have been married thirty years and Karen is the greatest gift God has given me. Her ministry to the clergy spouses, her incredible presence at so many Forward in Faith dinners and all the extra things she does for you, for me and for my staff appear in no budget. Yet give she does, and principally to me as her husband and to our family. Thank you Karen.

As I complete thirty years of marriage, twenty-five as a priest and eight as a bishop, I am thankful that God called me to this ministry and that all of us are called to be his people - his Church in this fair and lovely place, Northern Indiana.

BISHOP'S OFFICIAL ACTS - 1994

Within the Diocese

Visitations	37
Other Visits to Congregations	27
Confirmations	102
Receptions	39
Ordinations	5
Celebrate New Ministries	2
Retreats and Conferences	3
Howe Meetings and Events	6
ECW Meetings and Events	3
Funerals	4
Other Meetings	27

Special Diocesan Events

Clergy Retreat	2
Diocesan Council Meetings	3
Clergy Spouse Conference	1
Bishops Golf Day	1
Bishop Clergy Days	3
Deacons Retreat	1

Representing the Diocese

Province V Meetings	2
Bishop's and Chancellor's Meeting	1
House of Bishops	
General Convention	

Other Speaking Engagements

Consecrations attended	3
Speeches outside diocese	2

THE DIOCESE OF NORTHERN INDIANA, INC.
Independent Auditors' Report

Warner, Armstrong & Jones

525 West Washington Street, Suite 100
South Bend, Indiana 46601
(219) 234-1100

To The Council
Diocese of Northern Indiana of the Episcopal Church, Inc.
South Bend, Indiana

We have audited the accompanying balance sheet (cash basis) of Diocese of Northern Indiana of the Episcopal Church, Inc. as of December 31, 1993 and the related (cash basis) statement of support and revenue, expenses and changes in fund balances for the year then ended. These financial statements are the responsibility of management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform and audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statements presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 1, these financial statements were prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. The Diocese also does not record capital assets and the related depreciation.

In our opinion, except for the effects of not recording capital assets and related depreciation, the financial statements of Diocese of Northern Indiana of the Episcopal Church, Inc. present fairly, in all material respects, the financial position as of December 31, 1993, and its support and revenue, expenses, and changes in fund balances for the year then ended, on the basis of accounting described in Note 1.

The additional information included on pages 8-11 has been subjected to auditing procedures applied in the audit of the basic financial statements, and in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Warner, Armstrong & Jones

September 20, 1994

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
BALANCE SHEET
December 31, 1993

	- Expendable Funds - -Operating -		Non-Expendable	Total All
ASSETS	**Unrestricted**	**Restricted**	**Funds**	**Funds**
Cash	$30,202	$1,079	$48,653	$79,934
Investments (at market)		439,764	253,391	693,155
Note receivable	46,425			46,425
TOTAL ASSETS	**$76,627**	**$440,843**	**$302,044**	**$819,514**
LIABILITIES AND FUND BALANCES				
Fund Balances	$76,627	$440,843	$302,044	819,514
TOTAL LIABILITIES AND FUND BALANCES	**$76,627**	**$440,843**	**$302,044**	**$819,514**

DIOCESE OF NORTHERN INDIANOF THE EPISCOPAL CHURCH, INC.
Statement of Support and Revenue, Expenses
and Changes in Fund Balances
Year Ended December 31, 1993

	Operating Funds	Non-expendable Funds	Total All Funds
Support and Revenue			
From parishes and missions	$489,448		$489,448
Conferences and Rental - Wawasee	25,334		25,334
Donations	1,517	$77,320	78,837
Interest	20,357	14,910	35,267
Gains on sale of investments	455	301	756
Other activity (see page 10)	3,167		3,167
Miscellaneous	115		115
Late payments from parishes	6,539		6,539
Total Support and Revenue	**546,932**	**92,531**	**639,463**
Expenses			
Program services	139,139	2,427	141,566
General and adinistrative	382,942		382,942
Fund raising		57,489	57,489
Total Expenses	**522,081**	**59,916**	**581,997**
Excess of Support and Revenue Over Expenses Before Unrealized Gains	24,851	32,615	57,466
Unrealized gains	3,906	2,653	6,559
Excess of Support and Revenue Over Expenses	28,757	35,268	64,025
Fund Balances - Beginning (as adjusted)	481,154	274,335	755,489
Fund transfers	7,559	(7,559)	
Fund Balances - Ending	**$517,470**	**$302,044**	**$819,514**

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 1993

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Purpose and Presentation

To take, administer and dispose of in accordance with the laws and constitutions and canons of the Episcopal Church of United States of America, and more especially of the constitutions and canons of the diocese of Northern Indiana of the Episocpal Church, Inc., properties of all kinds, character and types, real, personal and mixed tangible and intangible for the benefit of the ecclesiastical body known as the Diocese of Northern Indiana of the Episcopal Church, Inc. The Diocese covers a georgraphical area in Northern Indiana spreading East to the Ohio border, West to the Illinois border, North to the Michigan border, and South to Marion, Indiana. The Diocese includes thirty-six parishes.

Basis of Accounting

It is the policy of the Diocese to prepare its financial statements on the basis of cash receipts and disbursements. Under this method, revenue is not recognized until it is received, and expenses incurred are not recognized until they are paid. This is a comprehensive basis of accounting other than generally accepted accounting principles.

Capital Assets

It is the policy of the Diocese not to recognize equipment as a capital asset, but to expense it when purchased. Therefore, no depreciation expense is recorded. This is a departure from generally accepted accounting principles.

Investments

It is the Diocese's policy to preserve capital, hence investments consist primarily of Treasury notes in an investment pool. All investments are carried at their market value. The market value at December 31, 1993 is $693,155 and the cost basis of the investments is $674,542.

Retirement Plan

The Diocese has a defined contribution retirement plan. Individual contracts with the church pension fund are purchased for all qualifying employees. To qualify for the retirement plan, an employee must be a full-time salaried employee of the Diocese. The retirement plan expense for the year ended December 31, 1993 was $24,281.

Income Tax Status

The Diocese is a tax-exempt organization under Section 501 (c) (3) of the Internal Revenue code and under a similar state statute. Therefore, no provision has been made for income taxes in the financial statements.

NOTE 2 - NOTE RECEIVABLE

St. Stephen's Missionary Church, Inc. makes payments of $250 per month on a secured note dated April 6, 1989, with a remaining balance as of December 31, 1993 of $46,425 and interest at 0%.

NOTE 3 - FUND ACCOUNTING

To ensure observance of limitations and restrictions placed on the use of the resources available to the Diocese, the accounts are maintained in accordance with the principles of fund accounting. This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Accordingly, all financial transactions have been recorded and grouped by fund. Fund balances and Diocese activities are reported in the following groups:

Expendable Funds - are available for use at the discretion of the Council to support general and administrative operations. They include Operating Funds and Restricted Funds.

Restricted Expendable Funds - are restricted by the Council for particular activities and/or programs. The following are restricted expendable Funds:

Episcopate - An endowment fund for operations was established as required by the National Church. The interest is used for operations.

Reserve - An endowment fund established as an emergency reserve for salaries of the bishop and staff in case of any interruption of income from the congregations. The Council must approve any reduction in principal. The interest is available for general operations. An amount is budgeted each year to increase the reserve.

Venture in Mission - These funds are from a prior fund drive. The interest is available for operations.

Sabbatical - The Council has established a fund to provide for the Bishop and Canon's sabattical.

General Convention - The Council has established a fund from which to pay for the Bishop and seven other people to attend the National Convention which is held every three years.

Lambeth - The Council has established a fund from which to pay the expenses of the Bishop attending a Lambeth conference in England every ten years.

Historiographer - The Diocese has a historiographer fund from which to pay such expenses. The Diocese currently does not have a historiographer.

Revitalization and Development - R and D - Canon states that a percentage of the annual budget (4% for 1993) should be utilized for new church plants and revitalization of current churches. Funds not spent in the current year are invested for future needs of the Revitalization and Development Committee.

Bishop's Association - This fund is utilized to help individuals and families of the Diocese. The Bishop is authorized to disburse these funds.

Wawasee - This fund is for the Wawasee Center, a retreat facility.

Bishop's Residence - This fund is for repairs and maintenance of the Bishop's residence.

UNEXPENDABLE FUNDS - are restricted as to use by the donor or a gift instrument and are not available for operating purposes. These include the following:

Delphi Fund - This fund is from the Delphi church (no longer in existance). The original donor restricted the interest for sustaining a choir. By court order, interest now is available to the Diocese for operations.

Krause Fund - The income may be used by the Bishop "for capable young men going into ministry or in the ministry". The Bishop uses the income for education expenses such as books and conferences.

Christ Church Gary Seminarian's Fund - The donor was the church in Gary, Indiana. The principal came from the funds on hand when it closed. The interest is to be divided equally to seminarians from the Gary area each year. If no seminarians from the Gary area exist, then it is to be given to other seminarians in the Diocese of Northern Indiana. Funds are disbursed as requests are made to the Bishop.

Emma Wallach Theological Fund - The dividends from NIPSCO stock that was given to the Diocese and other donations are contained in this fund that is restricted for seminarian education expenses.

Memorial Fund - This fund contains the balance of unexpended memorials.

Capital Fund - A Capital Fund Campaign commenced in September, 1993 to aid in establishing new churches, to revitalize existing comgregations, to provide for continuing education for clergy and laity, outreach projects and Diocesan Endowment. Total pledges received as of December 31, 1993 were $365,200.

NOTE 4 - SUPPORT FROM PARISHES

Annually, assessments on the churches of the Northern Indiana Diocese are computed based on a three year average of income of each parish. Churches can request a hearing for relief from assessments if necessary. In 1993, the Diocese received assessments of $495,987 of which $6,539 was for 1992 assessments. Unpaid 1993 assessments outstanding as of December 31, 1993 were $13, 933.

NOTE 5 - OPERATING LEASE

The Diocese leases office space from the Cathedral of St. James on a year-to-year basis. The total rent paid for the year ended Deember 31, 1993 was $9,626. There are no future minimum lease payments for this operating lease at December 31, 993.

NOTE 6 - FUND BALANCE

There were changes to the Diocese's beginning fund balances as of January 1, 1993. The majority of the changes were for funds and assets not recorded in the prior financial statements. The changes included the following:

Fund Balance originally reported	$677,961
Bishop Association Fund	8,045
Revitalization and Development Fund	17,518
Reserve Fund	8,243
Wawasee Fund	1,000
Lambeth Conference overstated	(1,119)
General Convention understated	33
Memorial Fund	1,279
Loan Receivable	49,425
General Operations	(6,896)
Fund Balance as Adjusted	$755,489

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

SCHEDULE OF ACTIVITY FOR RESTRICTED EXPENDABLE FUNDS

For the year ended December 31, 1993

	Episcopate Fund	Reserve Rund	Venture Fund	General Convention	Lambeth Conference
Revenue					
Conferences and rental					
Contributions					
Interest	$6,378	$8,524	$1,684	$359	$461
Investments gains	161	214	43	5	
Total Revenue	**6,539**	**8,739**	**1,727**	**364**	**461**
Expenses					
Excess (Deficit) of Revenue Over Expenses Before Unrealized Gains (Losses)	6,539	8,738	1,727	364	461
Unrealized Gains (Losses)	1,425	1,880	376	19	(13)
Excess (Deficit) of Revenue Over Expenses	7,965	10,618	2,103	383	448
Fund Balance - Beginning	$134,618	170,383	35,538	4,667	4,805
Transfers between funds	(6,411)	(7,467)	(1,692)	5,000	1,000
Transfers from other activities (see page 10)		4,052			1,119
Adjustments to beginning fund balances		8,243		33	(1,119)
Fund Balances - Ending	$136,171	$185,829	$35,949	$10,083	$6,253

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

SCHEDULE OF ACTIVITY FOR RESTRICTED EXPENDABLE FUNDS

For the year ended December 31, 1993

Sabbat-icals	Histori-ographer	R&D Fund	Bishop's Assoc.	Bishop's Residence	Wawasee Fund	Total
					$25,334	25,334
	$1,517					1,517
$100	39	1,011	$375		49	18,980
1		21	9		1	455
101	**1,556**	**1,032**	**384**		**25,384**	**46,286**
					36,030	36,030
101	1,556	1,032	384		(10,646)	10,256
(2)	(9)	147	73		10	3,906
99	1,547	1,179	457		(10,636)	14,162
1,000					6,083	357,094
2,000		25,266		4,000	5,647	27,343
		1,649	1,704			8,524
		17,518	8,045		1,000	33,720
$3,099	$1,547	$45,612	$10,206	$4,000	$2,094	$440,843

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
SCHEDULE OF ACTIVITY FOR UNEXPENDABLE FUNDS
For the year ended December 31, 1993

	Delphi Fund	Krause Fund	Christ Church Seminarian Fund	Emma Wallach Theological Fund	Capital Fund	Memorial Fund	Total
REVENUE							
Contributions				$1,345	$75,975		$77,320
Interest	$10,505	$982	$997	2,389		$37	14,910
Realized gains	266	24	11				301
Total Revenue	**10,771**	**1,006**	**1,008**	**3,734**	**75,975**	**37**	**92,531**
EXPENSES		267	1,345	815	57,489		59,916
EXCESS OF REVENUE OVER EXPENSES BEFORE UNREALIZED GAINS	10,771	739	(337)	2,919	18,486	37	32,615
Unrealized gains	2,348	209	96				2,653
EXCESS OF REVENUE OVER EXPENSES	13,119	948	(241)	2,919	18,486	37	35,268
Fund Balances Beginning	221,726	21,066	27,841	2,423		1,279	274,335
Transfers from (to) operating fund	(10,559)		3,000				(7,559)
FUND BALANCES ENDING	**$224,286**	**$22,014**	**$30,600**	**$5,342**	**$18,486**	**$1,316**	**$302,044**

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
SCHEDULE OF OTHER ACTIVITY REVENUE AND EXPENSE
For the year ended December 31, 1993

Expendable Operating Fund

ACTIVITY	Balance Beginning Of Year	Revenue	Expenses	Net	Fund Transfers	Balance End Of Year
Blanket Insurance	(31)	$2,428	$2,397	$31		
Presiding Bishop's Fund for World Relief		247	247			
Miscellaneous	300	500	800			
Conference	783		767	(767)		16
Clergy's Spouse Conference	913		599	(599)		314
Clergy and Spouse Conference	161	3,000	2,712	288		449
Golf Tournament		4,190	2,486	1,704	(1,704)	
Christmas - Employee's Donation	40	150	190	(40)		
Bliven Memorial	25					25
Wawasee Donations		4,052		4,052	(4,052)	
Accumulated Prior Interest	5,499		3,019	(3,019)		2,480
Bishop Association	3,984	2,649	652	1,997		65,981
Prudential Bache	185					185
Revitalization and Development		1,649		1,649	(1,649)	
Bishop Project	2,106		1,984	(1,984)		122
Lambeth	1,119				(1,119)	
Episcopal Youth Event	17	1,725	1,742	(17)		
Building Youth Ministries	25		25	(25)		
Scholarship - youth	1,046	3,497	4,223	(726)		320
Stewardship		50		50		50
School of Faith and Ministry	6	5,235	4,362	873		879
TOTAL	**$16,178**	**$29,372**	**$26,205**	**3,167**	**($8,524)**	**$10,821**

DIOCESE OF NORTHERN INDIAN
STATEMENT OF FU
For the year ende

	Expendable Fun -General and Adminis		
	Program Services	General	U Mi
EXPENSE			
Assessments - national	$112,558		
Dues	1,507		
Commissions and Ministries:			
Rensselaer, St. Peter's	2,600		
Syracuse, All Saints	720		
Ministry	823		
Liturgy	105		
Aids	531		
Ecumenical	342		
Refugee	150		
Christian Education	2,438		
Stewardship	43		
Presiding Bishop	172		
School for Faith and Ministry	1,979		
Youth	5,422		
Wawasee Committee	174		
Clergy Retreat	9,575		
Salaries and payroll taxes		$144,404	$4
Housing		28,646	4
Pension, annuity and health		49,082	
Other benefits		20,420	
Rent		9,626	
Utilities			
Maintenance		3,110	
Telephone		6,767	
Equipment		4,174	
Professional fees		1,700	
Insurance - retired clergy		27,000	
Convention and conferences		8,845	
Promotions		1,565	
Travel		2,990	
Minimum salary		4,985	
Revitalization and Development		7,713	
Supplies		5,786	
Postage		4,862	
Other expenses		1,377	
Education			
Insurance		1,950	
The Beacon		10,992	
TOTAL	**$139,139**	**$345,994**	**$9**

THE EPISCOPAL CHURCH, INC.
TIONAL EXPENSES
ecember 31, 1993

ive-		-Nonexpendable Funds-		
n ry	Retreat Center	Program Services	Fund Raising	Total All Funds
				$112,558
				1,507
				2,600
				720
				823
				105
				531
				342
				150
				2,438
				43
				172
				1,979
				5,422
				174
				9,575
	$8,103		$5,077	158,039
				29,109
				49,082
	215			20,635
				9,626
	8,530			8,530
	10,427			13,537
	1,008		1,661	9,436
			2,543	6,717
			42,775	44,475
				27,000
				8,845
	1,403		3,243	6,211
			1,384	4,374
				4,985
				7,713
	1,820		380	7,986
			321	5,183
	1,889		105	3,371
		2,427		2,427
	2,635			4,585
				10,992
	$36,030	**$2,427**	**$57,489**	**$581,997**

DIOCESE OF NORTHERN INDIANA 1994 OPERATING FUND
MONTHLY INCOME AND EXPENSE
As of September 30, 1994

	---Sep 1, 1994 to DATE ---		---Jan 1, 1994 to DATE ---		---YEARLY BUDGET ---	
INCOME:	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
Congregational Giving						
4010.01-Assessments-Congregations	50,648.63	44,363.99	374,814.35<	399,275.91	157,553.55	30
4020.01-Parish & Mission Quota 93	0.00		11,908.84		-11,908.84	
4030.01-Miscellaneous Income	0.00		0.02		-0.02	
	50,648.63	44,363.99	386,723.21<	399,275.91	145,644.69	27
INTEREST INCOME:						
4510.01-Episcopate Fund	0.00<	683.33	4,681.20<	6,149.97	3,518.80	43
4520.01-Interest in Checking	287.18	75.00	1,638.98	675.00	-738.98	82-
4530.01-Reserve Fund	0.00<	891.66	6,378.78<	8,024.94	4,321.22	40
4540.01-Delphi Income	0.00<	1,141.66	7,710.32<	10,274.94	5,989.68	44
4550.01-VIM Income	0.00<	179.59	1,235.79<	1,616.31	919.35	43
	287.18<	2,971.24	21,645.07<	26,741.16	14,010.07	39
TOTAL INCOME	**50,935.81**	**47,335.23**	**408,368.28<**	**426,017.07**	**159,654.76**	**28**
EXPENSES:						
5010.01-Program Development Budget	9,333.33	9,333.33	83,999.64	83,999.97	28,000.36	25
5020.01-General Convention Ex. Budget	0.00		8,055.00	8,055.00	0.00	0
5100.01-Provincial Synod	0.00		1006.80	1,300.00	293.20	23
5200.01-Indiana Council of Churches	125.00	125.00	375.00	375.00	125.00	25
5310.01-General Convention Reserve	-258.48		4,741.52	5,000.00	258.48	5
5320.01-Lambeth Conference	0.00	83.33	0.00	749.97	1,000.00	100
	9,199.85	9,541.66	98,177.96	99,479.94	29,677.04	23
COMMITMENT TO PROGRAM						
6020.01-Rensselaer, St. Peter's	166.67	166.67	1,500.03	1500.03	499.97	25
6030.01-Syracuse, All Saints'	60.00	60.00	540.00	540.00	180.00	25
6150.01-Christian Ed. Commission	800.00>	250.00	1,929.96	2,250.00	1,070.04	36
6210.01-The Beacon	159.28	933.33	6,548.33	8,399.97	4,651.67	42

6230.01-Stewardship	0.00	33.33	107.91	299.97	292.09	73
6260.01-Presiding Bishop's Fund Ex.	0.00	20.83	39.00	187.47	211.00	84
6300.01-Commission on Ministry	350.00>	141.66	1,217.83	1,274.94	482.17	28
6310.01-Commission on Liturgy	54.60>	12.50	54.60	112.50	95.40	64
6320.01-Aids Ministry	151.81>	54.16	436.79	487.44	213.21	33
6340.01-Commission on Alcoholism	0.00	58.33	0.00	524.97	700.00	100
6350.01-Ecumenical Commission	0.00	66.66	0.00	599.94	800.00	100
6360.01-Refugee Ministry	0.00	8.33	0.00	74.97	100.00	100
6370.01-Ministry to Aging Commission	0.00	29.16	150.00	262.44	200.00	57
6375.01-New Ministries	675.50>	380.79	4,067.78>	3,427.11	501.72	11
6380.01 -School for Faith & Ministry	0.00	166.66	1,901.12>	1,499.94	98.88	5
6385.01-Retired Bishop's Travel	0.00	83.33	1,000.00>	749.97	0.00	0
6400.01-Clergy Retreat & Conferences	355.97	625.00	4,676.61	5,625.00	2,823.39	38
6410.01-Wawasee Director	1,250.00	1,250.00	3,750.00	3,750.00	1,250.00	25
6420.01-Wawasee Maintenance	1,250.00	1,250.00	3,750.00	3,750.00	1,250.00	25
6430.01-Wawasee Committee	0.00	16.66	176.34>	149.94	23.66	12
	5,273.83	5,607.40	31,846.30	35,466.60	15,443.20	33
YOUTH:						
6620.01-Diocesan Youth Council	-400.00	179.16	2,261.77>	1,612.44	-111.77	5-
6630.01-Camps and Conferences	-2486.28>	252.50	-473.25	2,272.50	3,503.25	116
6640.01-Children's Choir Retreat	0.00	16.66	0.00	149.94	200.00	100
6650.01-Renewal Ministries	0.00	20.83	332.06>	187.47	-82.06	33-
	2,086.28>	469.15	2,120.58	4,222.35	3,509.42	62
TOTAL COMMITMENT TO PROGRAM	**7,360.11>**	**6,076.55**	**33,966.88**	**39,688.95**	**18,952.62**	**36**

DIOCESE OF NORTHERN INDIANA 1994 OPERATING FUND
MONTHLY INCOME AND EXPENSE - (CONTINUED)
As of September 30, 1994

COMMITMENT TO PERSONNEL:	—Sep 1, 1994 to DATE — ACTUAL	BUDGET	—Jan 1, 1994 to DATE — ACTUAL	BUDGET	—YEARLY BUDGET — REMAINING	%
Bishop						
7010.01-Salary & FICA	4,828.26>	4,678.26	42,104.34	42,104.34	14,034.83	25
7020.01-Residence	996.54>	666.66	5,381.19	5,999.94	2,618.81	33
7030.01-Property Insurance	431.00>	34.16	431.00>	307.44	-21.00	5-
7050.01-Pension	0.00		7,757.87	10,343.79	6,033.90	44
7060.01-Annuity	0.00	233.33	0.00	2,099.97	2,800.00	100
7070.01-Health and Life Insurance	0.00		3,525.00	5,821.83	4,237.50	55
	6,255.80>	**5,612.41**	**59,199.40**	**66,677.31**	**29,704.04**	**33**
Canon to the Ordinary						
7110.01-Salary and FICA	2,051.76	2,051.76	18,465.84	18,465.84	6,155.16	25
7120.01-Housing Allowance	1,725.00	1,725.00	15,525.00	15,525.00	5,175.00	25
7140.01-Auto	23.78	150.00	1,298.11	1,350.00	501.89	28
7150.01-Pension	0.00		4,588.77	6,118.29	3,569.01	44
7160.01-Continuing Education	0.00	83.33	0.00	749.97	1,000.00	100
7170.01-Health and Life Insurance	0.00		3,525.00	5,821.83	4,237.50	55
	3,800.54	**4,010.09**	**43,402.72**	**48,030.93**	**20,638.56**	**32**
Christian Education Consultant						
7210.01-Salary and FICA	910.78	910.78	8,197.02	8,197.02	2,732.29	25
7250.01-Pension	0.00		1,106.60	1,475.46	860.68	44
	910.78	**910.78**	**9,303.62**	**9,672.48**	**3,592.97**	**28**
Youth Ministry						
7310.01-Salary	1,000.00	1,098.34	17,411.00>	9,885.06	-4,230.82	32-
7320.01-FICA	76.50	84.02	1,523.25>	756.18	-514.97	51-
7340.01-Auto	0.00	100.00	612.38	900.00	587.62	49
7350.01-Pension	0.00	98.84	1,080.00>	889.56	106.12	9
7370.01-Health Insurance	0.00		3,330.00>	2,728.08	307.50	8
	1,076.50	**1,381.20**	**23,956.63>**	**15,158.88**	**-3,744.55**	**19-**

Secretary to the Bishop						
7410.01-Salary	1,796.26	1,796.26	16,166.34	16,166.34	5,388.78	25
7420.01-FICA	137.40	137.41	1,236.60	1,236.69	412.37	25
7470.01-Health and Pension Benefit	0.00		0.00		2,000.00	100
	1,933.66	**1,933.67**	**17,402.94**	**17,403.03**	**7,801.15**	**31**
Secretary						
7510.01-Salary	564.50	599.74	4,413.50	5,397.66	2,783.40	39
7520.01-FICA	42.04	49.18	315.29	442.62	274.93	47
	606.54	**648.92**	**4,728.79**	**5,840.28**	**3,058.33**	**39**
Treasurer						
7610.01-Salary	972.30	972.30	8,750.70	8,750.70	2,916.85	25
7620.01-FICA	74.38	74.38	669.42	669.42	223.15	25
7670.01-Health and Pension Benefit	0.00	125.00	500.00	1,125.00	1,000.00	67
	1,046.68	1,171.68	9,920.12	10,545.12	4,140.00	29
TOTAL COMMITMENT TO PERSONNEL	**15,630.50**	**15,668.75**	**167,914.22**	**173,328.03**	**65,190.50**	**28**
COMMITMENT TO ADMINISTRATION:						
8010.01-Cathedral Rent	916.67	916.67	8,250.03	8,250.03	2,749.97	25
8020.01-Maintenance	64.08	266.66	2,492.12>	2,399.94	707.88	22
8030.01-Telephone	803.57>	666.66	6,303.72>	5,999.94	1,696.28	21
8040.01-Postage	586.50>	533.33	3,499.46	4,799.97	2,900.54	45
8050.01-Equipment	1,390.99>	478.33	3,137.27	4,304.97	2,602.73	45
8055.01-Bishop's Auto and Expense	1,164.26	1,416.66	11,862.50	12,749.94	5,137.50	30
8060.01-Supplies	228.56	484.16	4,078.11	4,357.44	1,731.89	30
8070.01-Hospitality	94.00	125.00	1,368.48>	1,125.00	131.52	9
8080.01-Insurance & Miscellaneous	1,038.94>	200.00	2,311.69>	1,800.00	88.31	4
8090.01-Staff Travel	0.00	250.00	2,993.29>	2,250.00	6.71	0
8100.01-Bishop's House Depreciation	0.00	250.00	2,751.24>	2,250.00	248.76	8
8200.01-Audit	0.00	166.66	0.00	1,499.94	2,000.00	100
8210.01-Chancellor	0.00	8.33	0.00	74.97	100.00	100
8230.01-Standing Committee	0.00	16.66	31.73	149.94	168.27	84
8300.01-Minimum Salary Fund	2,426.53>	500.00	4,026.53	4,500.00	1,973.47	33
8310.01-Clergy Deployment	0.00	83.33	0.00	749.97	1,000.00	100

DIOCESE OF NORTHERN INDIANA 1994 OPERATING FUND
MONTHLY INCOME AND EXPENSE - (CONTINUED)
As of September 30, 1994

	—Sep 1, 1994 to DATE —		—Jan 1, 1994 to DATE —		—YEARLY BUDGET —	
COMMITMENT TO ADMINISTRATION: (Continued)	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
8320.01-Conferences	0.00	166.66	1,985.73>	1,499.94	14.27	1
8330.01-Bishop's Sabbatical	0.00	83.33	0.00	749.97	1,000.00	100
8340.01-Canon's Sabbatical	0.00	83.33	0.00	749.97	1,000.00	100
8350.01-Cathedral Receptionist	-261.05	216.66	1,524.60	1,949.94	1,075.40	41
8400.01-Insurance Ret. Clergy & Widows	0.00	2,250.00	21,958.00>	20,250.00	5,042.00	19
8500.01-Reserve Fund Contributions	153.49	809.38	153.49	7,284.42	9,559.08	98
8550.01-Revitalization & Development	0.00	2,366.76	8,795.91	21,300.84	19,605.24	69
8600.01-Contingencies & Emergencies	0.00		0.00		0.00	
	8,606.54	**12,338.57**	**87,523.90**	**111,047.13**	**60,539.82**	**41**
CONVENTION EXPENSE:						
8700.01-Diocesan Convention	171.13	225.00	94.64	2,025.00	2,605.36	96
8710.01-Secretary to Convention	220.00	220.00	660.00	660.00	220.00	25
8730.01-Journals	0.00	183.33	1,488.52	1,649.97	711.48	32
8740.01-Historiographer	0.00	25.00	0.00	225.00	300.00	100
	391.13	**653.33**	**2,243.16**	**4,559.97**	**3,836.84**	**63**
TOTAL COMMITMENT TO ADMIN.:	**8,997.67**	**12,991.90**	**89,767.06**	**115,607.10**	**64,376.66**	**42**
FUND TRANSFERS						
9010.01-Transfer In	-1,818.65		-29,335.84		29,335.84	
9011.01-Transfer Out	2,465.65		29,635.84		-29,635.84	
9040.01-Personal Bishop Annuity	0.00		0.00		0.00	
9045.01-Lift	2,798.62		0.00		0.00	
9050.01-St. Margarets	0.00		0.00		0.00	
9060.01-Wawasee Director	874.38		3,497.52		-3,497.52	
9061.01-Income Wawasee Director	-3,497.52		-3,497.52		3,497.52	
9070.01-FICA Wawasee Director	11.94		47.76		-47.76	
9071.01-Income Wawasee FICA	-47.76		-47.76		47.76	

9110.01-CC Receipts St. Stephens	0.00	0.00	0.00
9111.01-CC Income Passbook Society	0.00	0.00	0.00
9112.01-CC Interest Society - Income	0.00	0.00	0.00
9115.01-Episcopate Income/gain	0.00	0.00	0.00
9117.01-Reserve A&B Income/gain	0.00	0.00	0.00
9119.01-Delphi Income/gain	0.00	0.00	0.00
9121.01-VIM Income/gain	0.00	0.00	0.00
9123.01-Krause (Income Fd) income/gain	0.00	0.00	0.00
9125.01-Krause (St. Fed.) Income	0.00	0.00	0.00
9127.01-CC (Income Fund) Income	0.00	0.00	0.00
9129.01-Wallach Income	0.00	0.00	0.00
9131.01-Gen. Conv. Income	0.00	0.00	0.00
9132.01-Gen. Con. Interest	0.00	0.00	0.00
9134.01-Lambeth Income PB	0.00	0.00	0.00
9135.01-Lambeth Interest PB	0.00	0.00	0.00
9136.01-Lambeth Income Soc.	0.00	0.00	0.00
9137.01-Lambeth Interst Soc.	0.00	0.00	0.00
9138.01-Sabbatical Income	0.00	0.00	0.00
9139.01-Sabbatical Interest Income	0.00	0.00	0.00
9140.01-R&D Income	0.00	0.00	0.00
9141.01-R&D Interest	0.00	0.00	0.00
9150.01-Historiographer gain	0.00	0.00	0.00
9200.01-Overage 92	0.00	0.00	0.00
9210.01-CC Disbursements	0.00	0.00	0.00
9215.01-Episcopate Disbursements/loss	0.00	0.00	0.00
9217.01-Reserve A&B Disbursement/loss	0.00	0.00	0.00
9219.01-Delphi Disbursements/loss	0.00	0.00	0.00
9221.01-VIM Disbursements/loss	0.00	0.00	0.00
9223.01-Krause (IncomeFd) Disb./loss	0.00	0.00	0.00
9225.01-Krause (St. Fed) Disb.	0.00	0.00	0.00
9227.01-CC (Income Fund) Disb.	0.00	0.00	0.00
9229.01-Wallach Disbursements	0.00	0.00	0.00
9234.01-Lambeth Disb./Loss	0.00	0.00	0.00
9238.01-Sabbatical Disbursements	0.00	0.00	0.00
9240.01-R&D Disbursements	0.00	0.00	0.00
9250.01-Historiographer Disb./Loss	0.00	0.00	0.00
	786.66	**300.00**	**-300.00**

FUND TRANSFERS (Cont.)

DIOCESE OF NORTHERN INDIANA 1994 OPERATING FUND
MONTHLY INCOME AND EXPENSE - (CONTINUED)
As of September 30, 1994

	—Sep 1, 1994 to DATE —		—Jan 1, 1994 to DATE —		—YEARLY BUDGET —	
FUND TRANSFERS (Continued)	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
Urban Ministry						
9300.01-Urban Ministry Income	0.00		-500.00		500.00	
9310.01-Lynn Salary	0.00		339.19		-339.19	
9320.01-Lynn Housing	0.00		463.00		-463.00	
9340.01-Lynn Auto	0.00		0.00		0.00	
9350.01-Lynn Pension	0.00		0.00		0.00	
9360.01-Lynn Cont. Ed.	0.00		0.00		0.00	
9370.01-Lynn Health Reimburse	0.00		0.00		0.00	
9380.01-Lynn Miscellaneous	0.00		0.00		0.00	
	0.00		**302.19**		**-302.19**	
CAMPAIGN DRIVE						
9401.01-Counsel Sec. Salary	306.00		12,771.50>	11,200.00	1,571.50	14-
9402.01-Counsel Sec. FICA	23.41		977.04		-977.04	
9410.01-Professional Fees Holliman	0.00		104,400.00	95,700.00	-8,700.00	9-
9413.01-Office Equipment and Rental	0.00		2,869.96>	2,700.00	-169.96	6-
9415.01-Campaign Software	0.00		272.99	700.00	427.01	61
9417.01-Office Supplies	0.00		1,156.40	1;500.00	343.60	23
9418.01-Photocopying	0.00		0.00	1,000.00	1,000.00	100
9420.01-Advance gifts & meals	0.00		2,722.72	3,000.00	277.28	9
9425.01-Kick Off Event	0.00		11,707.55	16,000.00	4,292.45	27
9430.01-Telephone	0.00		3,157.07>	2,000.00	-1,157.07	58-
9435.01-Brochures Etc.	0.00		13,795.18>	13,000.00	-795.18	6-
9440.01-Postage	19.00		1,621.65>	1,500.00	-121.65	8-
9442.01-Travel	0.00		3,526.37>	2,000.00	-1,526.37	76-
9445.01-Plaques	0.00		774.00		-774.00	
9446.01-Campaign Recognition	0.00		0.00	500.00	500.00	100
9450.01-Contingencies	0.00		311.04		-311.04	
9475.01-Income Pledges	-109,942.09		-411,358.81		411,358.81	
9476.01-Disbursement Pledges Income	134,500.00		210,500.00		-210,500.00	

9478.01-Trinity Habitat Disb.	0.00	12,500.00		-12,500.00	
	24,906.32	-28,295.34	150,800.00	179,095.34	119
TOTAL FUND TRANSFERS	**25,692.98**	**-27,693.15**	**150,800.00**	**178,493.15**	**118**
Department 1 BEGINNING BALANCE	**745,421.30**	**683,240.69**			
TOTAL INCOME	**50,935.81**	**408,368.28**			
TOTAL EXPENSES	**66,881.11**	**362,132.97**			
INCOME - EXPENSES	**-15,945.30**	**46,235.31**			
ENDING BALANCE	**729,476.00**	**729,476.00**			

DIOCESE OF NORTHERN INDIANA
September 30, 1994

	Assessment	Adjusted	Due Monthly	Due 9-30-94	Paid	Past Due	Overpayment
Angola, Holy Family	7,163.13		596.93	5,372.37	4,775.26	597.11	
Berne, St. George	2,055.79		171.32	1,541.88	1,713.20		171.32
Bristol, St. John's	11,109.75		925.81	8,332.29	7,406.86	925.43	
Chesterton, St. Francis'	4,886.67		407.22	3,664.98	3,257.76	407.22	
Crown Pt., St. Christopher's	8,397.32		699.78	6,298.02	3,498.90	2,799.12	
Culver, St. Elizabeth's	2,401.65		200.14	1,801.26	1,801.26		
East Chicago, Good Shepherd	2,487.30		207.27	1,865.43	1,865.43		
Elkhart, St. David's	13,570.71	975.00	1,130.89	10,178.01	7,916.23	2,261.78	
Elkhart, St. John's	44,922.29		3,743.52	33,691.68	26,204.64	7,487.04	
Fort Wayne, St. Alban's	16,904.18		1,408.68	12,678.12	12,678.30		0.18
Fort Wayne, St. Philip & St. James	13,951.02		1,162.59	10,463.31	10,463.31		
Fort Wayne, Trinity	67,132.13		5,594.34	50,349.06	44,754.72	5,594.34	
Gary, St. Augustine's	12,935.82		1,077.99	9,701.91	9,701.91		
Gary, St. Barnabas'	6,631.22		552.60	4,973.40	4,973.40		
Gas City, St. Paul's	5,913.88		492.82	4,435.38	4,435.38		
Goshen, St. James	6,384.57	6,384.56	532.05	4,788.45	4,788.45		
Griffith, St. Timothy's	10,992.94		916.08	8,244.72	8,244.54	0.18	
Hobart, St. Stephen's	5,000.00	5,020.05	416.67	3,750.03	3,750.03		
Howe, St. Mark's	4,557.11		379.76	3,417.84	3,417.86		0.02
Huntington, Christ the King	8,391.56		699.30	6,293.70	6,293.70		
Kokomo, St. Andrew's	26,092.91		2,174.41	19,569.69	19,569.69		
LaPorte, St. Paul's	24,645.37		2,053.78	18,484.02	18,484.02		
Logansport, Trinity	12,100.17		1,008.35	9,075.15	9,075.15		
Marion, Gethsemane	16,660.84		1,388.40	12,495.60	12,495.60		
Michigan City, St. Andrew's	12,298.83		1,024.90	9,224.10	9,224.10		
Michigan City, Trinity	24,901.08		2,075.09	18,675.81	18,675.81		
Mishawaka, St, Paul's	9,818.21		818.18	7,363.62	7,363.62		
Munster, St. Paul's	19,274.87		1,606.24	14,456.16	12,849.89	1,606.27	
Plymouth, St. Thomas	16,089.08		1,340.76	12,066.84	12,066.84		
Rensselaer, St. Peter's	1,778.60		148.22	1,333.98	1,333.98		
South Bend, Cathedral	35,877.83		2,989.82	26,908.38	26,908.35	0.03	
South Bend, Holy Trinity	7,362.43		613.54	5,521.86	4,908.24	613.62	
South Bend, St. Michael's	24,028.00		2,002.33	18,020.97	18,020.97		

Syracuse, All Saints'	3,685.04	307.09	2,763.81	2,456.72	307.09	
Valparaiso, St. Andrews	17,558.24	1,463.19	13,168.71	13,168.71		
Warsaw, St. Anne's	24,407.36	2,033.95	18,305.55	16,271.52	3,034.03	
TOTAL	**532,367.90**	**44,364.01**	**399,276.09**	**374,814.35**	**24,633.26**	**171.52**

THE DIOCESE OF NORTHERN INDIANA, INC.
Payments made on 1993 assessments
1-1-94 to 9-30-94

PARISH LOCATION	AMOUNT
Crown Point, St. Christopher's	$640.19
Elkhart, St. David's	2,317.75
Elkhart, St. John's	3,641.72
Michigan City, St. Andrew's	1,905.64
Munster, St. Paul's	1,537.45
South Bend, Holy Trinity	76.58
Warsaw, St. Anne's	1,789.51
TOTAL	**$11,908.84**

DIOCESE OF NORTHERN INDIANA
1995 PROPOSED BUDGET

	Year to Date 5-31	1994 Budget	1993 Y-End	1995 Proposed	Changes	Requests
INCOME:						
Assessments from Congregations	200,166.00	532,367.90	489,448.10	562,946.67	30,578.77	
Episcopate Fund	3,607.25	8,200.00	6,410.79	8,200.00	0.00	
Interest on Checking Account	542.30	900.00	1,377.47	900.00	0.00	
Reserve Fund	4,890.72	10,700.00	8,308.09	10,700.00	0.00	
Delphi Income	5,941.43	13,700.00	10,559.06	13,700.00	0.00	
Miscellaneous Income	0.02				0.00	
VIM Income	952.28	21,55.14	1,692.34	2,155.14	0.00	
TOTAL	**216,100.00**	**568,023.04**	**517,795.85**	**598,601.81**	**30,578.77**	
EXPENSE:						
THE CHURCH BEYOND THE DIOCESE:						
National Church Budget	46,666.32	112,000.00	105,000.00	120,055.00	8,055.10	120,055.00
General Convention Expense Budget	8,055.00	8,055.00	7,558.00		-8,055.00	
Provincial Synod	1,006.80	1,300.00	1,006.80	1,300.00	0.00	
Indiana Council of Churches	125.00	500.00	500.00	500.00	0.00	
General Convention Reserve	200.00	5,000.00	5,000.00	6,000.00	1,000.00	6,000.00
Lambeth Conference	0.00	1,000.00	1,000.00	1,000.00	0.00	
TOTAL	**56,053.12**	**127,855.00**	**120,064.80**	**128,855.00**	**1,000.00**	
COMMITMENT TO PERSONNEL:						
Bishop:						
Salary	23,391.30	52,149.72	49,680.00	53,557.76	1,408.04	
Residence	2,350.86	8,000.00	7,525.05	8,000.00	0.00	8,000.00
Property Insurance		410.00	421.00	421.00	11.00	410.00
Pension	6,895.88	13,791.77	12,514.44	15,234.64	1,442.87	
Annuity	0.00	2,800.00	2,800.00	2,800.00	0.00	
Health and Life Insurance	1,762.50	7,762.50	6,210.00	8,460.00	697.50	7,762.50
FICA		3,989.45	3,800.52	4,097.17	107.72	
TOTAL	**34,400.54**	**88,903.44**	**82,951.01**	**92,570.57**	**3,667.13**	

Canon to the Ordinary:						
Salary	10,258.80	22,119.32	20,203.44	23,275.45	1,156.13	
Housing Allowance	8,625.00	20,700.00	20,700.00	20,700.00	0.00	
Auto	943.41	1,800.00	1,143.08	1,800.00	0.00	
Pension	4,078.90	8,157.78	7,955.41	8,378.04	220.26	
Health and Life Insurance	1,762.50	7,762.50	6,210.00	8,460.00	697.50	7,762.50
FICA		2,501.68	2,216.97	2,569.22	67.54	
Continuing Education		1,000.00	304.00	1,000.00	0.00	
TOTAL	**25,668.61**	**64,041.28**	**58,732.90**	**66,182.71**	**2,141.43**	
Director, School Faith & Ministry						
Salary	4,553.90	10,152.63	8,797.50	6,082.30	-4,070.33	
Pension	983.64	1,967.28	1,704.68	1,178.57	-788.71	
FICA		776.68	673.01	465.30	-311.38	
TOTAL	**5,537.54**	**12,896.59**	**11,175.19**	**7,726.17**	**-5,170.42**	
Assistant for Youth Ministry:						
Salary	11,274.00	13,180.18	13,213.92	18,250.00	5,069.82	
Health and Insurance	1,665.00	3,637.50	3,152.50	2,000.00	-1,637.50	3,637.50
Pension	2,160.00	1,186.22	1,080.00	1,642.50	456.28	
Auto	612.38	1,200.00	1,091.94	1,200.00	0.00	
FICA	862.50	1,008.28	950.13	1,396.13	387.85	
TOTAL	**16,573.88**	**20,212.18**	**19,488.49**	**24,488.63**	**1,109.25**	
Secretary to the Bishop:						
Salary	8,981.30	21,555.12	20,558.91	22,137.11	581.99	
Health & Pension Benefit	0.00	2,000.00	1,572.72	2,000.00	0.00	
FICA	687.00	1,648.97	2,000.00	1,693.49	44.52	
TOTAL	**9,668.30**	**25,204.09**	**24,131.63**	**25,830.60**	**626.51**	
Assistant Secretary:						
Salary	2,459.00	7,196.90	6,703.33	7,477.60	280.70	
FICA	171.48	590.22	311.84	572.04	-18.18	
TOTAL	**2,630.48**	**7,787.12**	**7,015.17**	**8,049.64**		

Treasurer of the Diocese:	Year to Date 5-31	1994 Budget	1993 Y-End	1995 Proposed	Changes	Requests
Salary	4,861.50	11,667.55	10,350.00	12,582.57	915.02	
FICA	371.90	892.57	791.76	916.67	24.10	
Health & Pension Benefit	320.00	1,500.00	1,500.00	1,500.00	0.00	
TOTAL	**5,553.40**	**14,060.12**	**12,641.76**	**14,999.24**	**939.12**	
TOTAL FOR PERSONNEL:	**100,032.75**	**233,104.82**	**216,136.15**	**239,847.56**	**13,349.08**	
COMMITMENT TO PROGRAM:						
Commission on Christian Formation	1,013.94	3,000.00	2,438.10	1,500.00	-1,500.00	1,500.00
Task Force on the Cetechumenal Process				1,500.00	2,000.00	2,000.00
Catechesis Training				1,000.00	1,000.00	1,400.00
Episcopal Community Services				400.00	400.00	400.00
The Beacon	3,620.84	11,200.00	10,991.93	11,334.00	134.00	11,334.00
Retired Bishop Travel	500.00	1,000.00	475.75	1,000.00	0.00	
Outreach				1,000.00	1,000.00	1,000.00
Stewardship	0.00	400.00	42.88	400.00	0.00	
Presiding Bishop's Fund Ex.	0.00	250.00	171.88	250.00	0.00	250.00
Commission on Ministry	867.83	1,700.00	822.73	1,700.00	0.00	1,700.00
Committee on Ethics				1,750.00	2,500.00	2,500.00
Commission on Liturgy	0.00	150.00	105.00	150.00	0.00	
Aids Ministry	284.98	650.00	530.63	650.00	0.00	
Commission on Alcoholism	0.00	700.00	0.00	500.00	-200.00	700.00
Ecumenical Commission	0.00	800.00	341.56	800.00	0.00	
Refugee Ministry	0.00	100.00	150.00	100.00	0.00	
Ministry to Aging Commission	150.00	350.00	0.00	250.00	-100.00	
Deacon School				1,500.00	1,500.00	1,500.00
School for Faith & Ministry	1,073.43	2,000.00	1,979.35	2,000.00	0.00	2,000.00
Clergy Retreat and Conferences	3,720.64	7,500.00	9,098.60	8,500.00	1,000.00	8,500.00
Wawasee Director	1,250.00	5,000.00	5,000.00	5,000.00	0.00	
Wawasee Maintenance	1,250.00	5,000.00	5,000.00	5,000.00	0.00	
Wawasee Committee	55.79	200.00	173.73	200.00	0.00	
Diocesan Youth Council	1,753.20	2,150.00	2,143.46	2,150.00	0.00	
Camps and Conferences	-2,742.11	3,030.00	2,943.62	3,030.00	0.00	
Children's Choir Retreat	0.00	200.00	200.00	200.00	0.00	
Renewal Ministries	1,034.86	250.00	135.32	250.00	0.00	
TOTAL	**13,833.40**	**45,630.00**	**42,744.54**	**52,114.00**	**6,484.00**	

COMMITMENT TO ADMINISTRATION:						
Office Utilization	4,583.35	11,000.00	9,625.50	11,750.00	750.00	11,750.00
Maintenance	1,270.40	3,200.00	3,109.52	3,400.00	200.00	3,400.00
Telephone	2,612.27	8,000.00	6,766.97	8,000.00	0.00	
Postage	1,646.86	6,400.00	4,862.30	6,400.00	0.00	
Equipment	681.55	5,740.00	5,740.00	5,740.00	0.00	
Supplies	2,626.06	5,810.00	5,785.61	5,810.00	0.00	
Bishop's Auto and Expense	8,569.94	17,000.00	17,880.50	18,000.00	1,000.00	18,000.00
Hospitality	889.10	1,500.00	1,564.54	1,500.00	0.00	
Insurance and Miscellaneous	637.00	2,400.00	1,950.11	2,400.00	0.00	
Staff Travel	2,784.00	3,000.00	2,989.60	3,500.00	500.00	3,500.00
Bishop's House Depreciation	4,119.89	3,000.00	4,000.00	3,000.00	0.00	
Audit	0.00	2,000.00	1,700.00	2,200.00	200.00	
Chancellor	0.00	100.00	0.00	100.00	0.00	
Archdeacon Travel				500.00	500.00	500.00
Standing Committee	31.73	200.00	144.51	200.00	0.00	
Minimum Salary Fund	900.00	6,000.00	4,985.00	6,000.00	0.00	
Clergy Deployment	0.00	1,000.00	218.92	1,000.00	0.00	
Conferences	1,215.64	2,000.00	2,001.91	2,000.00	0.00	3,000.00
Bishop's Sabbatical	0.00	1,000.00	1,000.00	1,000.00	0.00	
Canon's Sabbatical	0.00	1,000.00	1,000.00	1,000.00	0.00	
Cathedral Receptionist	628.41	2,600.00	1,839.50	3,358.68	758.68	3,358.68
Insurance Ret. Clergy & Widows	8,745.00	27,000.00	27,000.00	30,980.00	3,980.00	30,980.00
Reserve Fund Contributions	0.00	9,712.57	5,840.87	10,000.00	287.43	10,000.00
Contingencies & Emergencies	0.00	0.00	1,783.97	1,780.97	1,780.97	12,000.00
Diocesan Convention	-36.45	2,700.00	2,485.76	2,700.00	0.00	
Secretary to Convention	220.00	880.00	880.00	880.00	0.00	
Journals	0.00	2,200.00	1,543.40	2,200.00	0.00	
Historiographer	0.00	300.00	150.00	300.00	0.00	
TOTAL FOR ADMINISTRATION:	**42,124.75**	**125,742.57**	**116,848.49**	**135,699.65**	**9,957.08**	

COMMITMENT TO MISSION & NEW CONGREGATIONS:						
Revitalization & Development Comm.	8,684.89	28,401.15	21,547.32	35,916.10	7,514.95	35,916.10
New Ministries	0.00	4,569.50	0.00	4,569.50	0.00	
Rensselaer, St. Peter's	833.35	2,000.00	2,600.00	1,600.00	-400.00	
Syracuse, All Saints'	300.00	720.00	720.00	0.00	-720.00	
TOTAL	**9,818.24**	**35,690.65**	**24,867.32**	**42,085.60**	**6,394.95**	
THE CHURCH BEYOND THE DIOCESE	**56,053.12**	**127,855.00**	**120,064.80**	**128,855.00**	**1,000.00**	
PERSONNEL	**100,032.75**	**233,104.82**	**216.136.15**	**239,847.56**	**6,742.74**	
PROGRAM	**13,833.40**	**45,630.00**	**42,744.54**	**52,114.00**	**6,484.00**	
ADMINISTRATION	**42,124.75**	**125,742.57**	**116.848.49**	**135,699.65**	**9,957.08**	
MISSION & NEW CONGREGATIONS	**9,818.24**	**35,690.65**	**24,867.32**	**42,085.60**	**6,394.95**	
TOTAL EXPENSES	**221,862.26**	**568,023.04**	**520,661.30**	**598,601.81**	**30,578.77**	
INCOME:	**295,039.68**	**568,023.04**	**524,334.69**	**598,601.81**	**39,762.78**	

1995 ASSESSMENT TABLE

	1991	1992	1993	Total 3 Year	Average	1995 Assessment .17999	Reduction given by Council
Angola, Holy Family	41,668.40	35,965.71	40,927.77	118,561.88	39,520.63	7,113.32	
Berne, St. George	11,199.00	11,252.00	12,688.00	35,139.00	11,713.00	2,108.22	
Bristol, St. John's	65,832.57	70,936.18	91,116.04	227,884.79	75,961.60	13,672.33	
Chesterton, St. Francis'	26,546.00	25,923.00	27,728.00	80,197.00	26,732.33	4,811.55	
Crown Point, St. Christopher's	55,981.08	45,911.00	49,755.00	151,647.08	50,549.03	9,098.32	
Culver, St. Elizabeth's Fellowship	12,000.00	16,029.76	17,872.53	45,902.29	15,300.76	2,753.98	
East Chicago, Good Shepherd	13,609.75	12,580.00	11,440.50	37,630.25	12,543.42	2,257.69	
Elkhart, St. David's	77,394.00	85,351.00	91,325.00	254,070.00	84,690.00	15,243.35	975.00
Elkhart, St. John's	244,115.73	264,608.69	274,110.10	782,834.52	260,944.84	46,967.47	
Fort Wayne, St. Alban's	92,282.00	104,358.00	99,468.00	296,108.00	98,702.67	17,765.49	
Fort Wayne, St. Philip and St. James	73,654.00	89,556.00	84,353.39	247,563.39	82,521.13	14,852.98	
Fort Wayne, Trinity	368,714.89	401,844.14	412,645.63	1,183,204.66	394,401.55	70,988.34	
Gary, St. Augustine's	75,804.00	80,121.00	81,377.00	237,302.00	79,100.67	14,237.33	
Gary, St. Barnabas'	34,475.12	38,309.39	35,698.00	108,482.51	36,160.84	6,508.59	

Gas City, St. Paul's	32,769.65	31,560.52	31,344.38	95,674.55	31,891.52	5,740.15	
Goshen, St. James'	77,402.75	76,274.00	74,498.17	228,174..92	76,058.31	6,844.86	6,844.87
Griffith, St. Timothy's	63,251.83	52,911.00	63,105.07	179,267.90	59,755.97	10,755.48	
Hobart, St. Stephen's	57,429.70	56,178.48	45,386.32	158,994.50	52,998.17	7,200.00	2,339.14
Howe, St. Mark's	27,498.00	20,522.00	28,300.00	76,320.00	25,440.00	4,578.95	
Huntington, Christ the King	44,573.28	48,588.90	46,764.55	139,926.73	46,642.24	8,395.14	
Kokomo, St. Andrew's	136,666.00	155,834.00	180,590.96	473,090.96	157,696.99	28,383.88	
LaPorte, St. Paul's	157,018.00	145,574.00	139,101.00	441,693.00	147,231.00	26,500.11	
Logansport, Trinity	71,543.25	65,497.92	61,332.25	198,373.42	66,124.47	11,901.74	
Marion, Gethsemane	77,163.04	94,917.00	85,274.00	257,354.04	85,784.68	15,440.38	
Michigan City, St. Andrew's	66,529.88	78,114.00	82,746.00	227,389.88	75,796.63	13,642.63	
Michigan City, Trinity	136,650.00	152,551.00	128,168.00	417,369.00	139,123.00	25,040.75	
Mishawaka, St. Paul's	58,357.00	54,817.00	54,817.00	167,991.00	55,997.00	10,078.90	
Munster, St. Paul's	104,853.00	111,411.65	112,771.24	329,035.89	109,678.63	19,741.06	
Plymouth, St. Thomas	82,930.25	92,962.75	106,501.05	282,394.05	94,131.35	16,942.70	
Rensselaer, St. Peter's	11,797.00	10,520.00	9,994.00	32,311.00	10,770.33	1,938.55	
South Bend, Cathedral	206,834.00	195,279.00	192,508.00	594,621.00	198,207.00	35,675.28	
South Bend, Holy Trinity	36,935.00	41,916.94	48,539.00	127,390.94	42,463.65	7,643.03	
South Bend, St. Michael's	127,277.72	157,641.16	174,688.99	459,607.87	153,202.62	27,574.94	
Syracuse, All Saints'	18,941.19	22,936.53	29,908.58	71,786.30	23,928.77	4,306.94	
Valparaiso, St. Andrew's	87,455.51	112,601.00	112,289.34	312,345.85	104,115.28	18,739.71	
Warsaw, St. Anne's	131,154.00	149,962.00	177,285.00	458,401.00	152,800.33	27,502.53	
TOTAL	**3,008,306.59**	**3,211,316.72**	**3,316,417.86**	**9,536,041.17**	**3,178,680.39**	**562,946.67**	**9,184.01**

PROGRAM COMMITTEE REPORTS

REPORT OF THE STANDING COMMITTEE

Purpose of the Committee

Article IV of the Constitution of the Episcopal Church provides that a Standing Committee be elected by the Convention of each diocese to be the council of advice to the Bishop. The Constitution and Canons of the Church and of the Diocese of Northern Indiana assign the Standing Committee a role in the process of approving persons for ordination and the stewardship of the Church's real property. The Committee serves as the Ecclesiastical Authority of the Diocese when there is no Bishop or Bishop Coadjutor in charge of the Diocese. The clerical members of the Committee constitute the Ecclesiastical Court in our Diocese for the trial of a Presbyter or Deacon.

In our Diocese the Committee consists of six persons, three priests and three lay persons, who serve a three-year term. Members of the Standing Committee may serve only two consecutive terms and may not serve on the Diocesan Council. Every year the convention elects one priest and one lay person to this Committee.

Report on the final meeting of the committee before the November 1993 Convention

(Not included in the Report printed in the Journal of the Ninety-Fifth Convention)

At a meeting on October 23, 1993 the Standing Committee voted to recommend to the Bishop Carl Gilland, a Candidate for Holy Orders, for ordination to the Diaconate, and to shorten the period of candidacy to six months.

The Committee voted to recommend to the Bishop to make Linda Hughes, a Postulant for Holy Orders, a candidate.

The Committee received from the Bishop correspondence from the Bishop on the renunciation of the Ministry of this Church by the Reverend Carl Bell on September 20, 1993. The Committee had advised and consented for the Bishop to accept this renunciation in accordance with the Canons.

Meetings, Membership and Officers of the Committee

The Committee has met six times since the 1993 Convention. The members of the Committee are Mrs. Nancy Wiese (1994), Mr. Jack Mapes (1995), Mr. David Nash (1996), the Reverend Canon John Schramm (1994), the Reverend Richard Kallenberg (1995) and the Reverend Stephen Gerth (1996). At its first meeting following the close of the 1993 Diocesan Convention on November 1993 Father Kallenberg was elected president and Father Gerth was elected secretary.

Consents of Episcopal Elections

The Committee signed consents for the following elections:

The Diocese of Southeast Florida to elect a Suffragan Bishop
The Diocese of Southern Ohio to elect a Suffragan Bishop

Consents for Consecrations

The Committee signed consents for the consecration of the following persons:

The Reverend Joseph Clark Grew II to be Bishop of Ohio
The Reverend James Edward Folts to be Bishop Coadjutor of West Texas
The Reverend Robert Carroll Johnson to be Bishop of North Carolina
The Reverend Larry Earl Maze to be Bishop of Arkansas
The Reverend Edwin Funsten Gulik, Jr. to be Bishop of Kentucky
The Reverend Keith Lynn Ackerman to be Bishop of Quincy
The Reverend Creighton Leland Robertson to be Bishop of S. Dakota
The Reverend Russell Edward Jacobus to be Bishop of Fond du Lac
The Reverend Marvil Thomas Shaw III to be Bishop Coadjutor of the Diocese of Massachusetts

Approvals for Candidates for Holy Orders

After interviewing and reviewing the documentation the Committee gave it approval for the Bishop to make the following persons Candidates for Holy Orders:

Mr. Daniel Hamby
Mrs. Meredith Anne Dorgan
Mr. Gordon Samra

Approvals for Ordinations

After interviewing and reviewing the documentation the Committee gave its approval for the Bishop to ordain Daniel Hamby, a Candidate for Holy Orders, to the sacred order of Deacons. The Committee also advised and consented that a minimum period of candidacy need not apply.

Actions Respecting Real Property

The Committee advised and gave its written consent for the Bishop to permit the encumbrance by a mortgage of the churchyard and buildings of the Church of Saint John of the Cross, Bristol, and for the Bishop to mortgage the property and building on Miami Street, South Bend, that is to be the parish office of a new mission congregation.

Respectfully submitted,
The Reverend Stephen Gerth
Secretary

REPORT OF THE CONGREGATIONAL REVITALIZATION AND DEVELOPMENT COMMITTEE

1994 has been a rewarding year for the Congregational Revitalization and Development Committee. As was stated in last year's convention report, our purpose is to help all of our congregations maintain the mission focus of what it means to be the Church of Jesus Christ both within existing assemblies of the faithful and outside our parochial structure. We have seen exciting evidence of progress throughout 1994 in fulfilling our mission.

First, I am pleased to report that two well-attended workshops were held in our Diocese in 1994, to present ideas and experiences on church growth, theology, skills and techniques. The seminars were conducted by The Rev. George Martin, an experienced church planter from St. Paul, Minnesota. (Fr. Martin is also well known for his work with the Episcopal Ad Project). A number of congregations from our diocese were represented at these seminars, and the feedback received fro the participants was overwhelmingly positive.

We are planning more workshops for 1995. These workshops will also be designed to present ideas to existing congregations interested in revitalization.

Secondly, we have made real progress in developing two new congregations in our Diocese:

(1) The Rev. David Otteson has been hired to start a new congregation in the southern part of St. Joseph County. Officially beginning his work here in October, the Committee is enthusiastic about Fr. Ottsen's presence here. We ask that members of our Diocese keep Fr. Ottsen and his family in their prayers as their new ministry begins in our Diocese. Other opportunities to support this ministry will surely be forthcoming.

In addition, the Diocese has also received a donation of three acres of land in southern St. Joseph County. A house on land adjacent to this donated parcel has also been purchased by the Diocese. The house and the land represent a physical presence for our Diocese in the area targeted for the establishment of a new, program-sized congregation.

(2) The Very Rev. Robert Bizarro has also begun an exciting new ministry.

Supported both by this Committee and by the Wabash Valley Deanery, Fr. Bizarro has begun work (on a part-time basis) on developing a new congregation in Wabash. We are excited about this effort, and we are optimistic about the potential. Again, we ask that our Diocesan family pray for Fr. Bizarro as he begins this new ministry.

I am personally grateful for the dedicated and hard working members of the Congregational Revitalization and Development Committee. We should all be thankful that we are blessed with persons who give so much time and effort to help build our Diocese in the ways noted above.

Respectfully submitted,
Dan Mohnke, Chairperson

ANNUAL REPORT OF THE COMMISSION ON MINISTRY, 1994

The Commission on Ministry has met eight times since the Diocesan Convention of 1993 at our regular third Saturday of the month meeting time. One of those meetings was our annual retreat and the other was a joint meeting with the Standing Committee, with whom we share responsibility for screening aspirants for ordination. During the course of the year, we interviewed three aspirants for the diaconate and one for the presbyterate.

In our role as a committee to screen people for ordination, we interviewed the following people: Anne Dorgan, St. Anne's, Warsaw; Gordon Samra, Trinity, Ft. Wayne; Betty Jo Boyer, St. Paul's, Mishawaka all of whom are interested in the Diaconate, and Dan Hamby, St. Michael's, South Bend, whose academic preparation for the Presbyterate we certified to the Standing Committee.

One major accomplishment of the commission on Ministry this year was a complete revision of our guidelines for screening people for ordination. We are especially indebted to Canon David Seger for the many hours he spent in preparing drafts and making revisions on the final document. Copies of the guidelines are available from the diocesan office.

During 1995, the Commission will schedule a Ministry discernment Conference, the details of which will be announced later. This conference is required of all who are considering ordination and is open to any in the diocese who would like to explore their own lay ministry as Christians.

Currently, the diocese has two people in seminary: Linda Hughes from Trinity, Ft. Wayne, a senior at Seabury Western; and Brian Grantz from St. Michael's, South Bend, a junior at Sewanee. Dan Hamby from St. Michael's, South Bend, was ordained a priest in June of 1994 and is the new executive director of the consultation on Church Union in Princeton, New Jersey.

Two Commission members resigned during the year. Dr. Paul Griffiths and his family moved to Chicago, where he is on the faculty of the University of Chicago. Paul's keen intellect and his skills at leading our Discernment Conference will be deeply missed. Deacon Sarah Tracy also resigned the Commission. Her years of invaluable service to the diocese in this capacity will be long felt and appreciated. She was succeeded by Deacon M. Richard Miller.

1995 will be a continued exploration of our role in this diocese and of the growing need to be more creative about the ways in which we identify, train and deploy people for ministry.

Respectfully submitted,

The Rev. Frank Moss, Trinity, Fort Wayne; The Rev. Robert Chiles, St. John's, Elkhart; Mrs. Michael Basden, St. Anne's, Warsaw; Mr. David Nash, Trinity, Michigan City; Mr. LeRoy Lacey, St. Andrew's, Kokomo; The Rev. Dabney Smith, St. Michael & All Angels, South Bend; Quentin Smith, St. Augustine's, Gary; The Rev. Peg Harker, Christ the King, Huntington; Deacon M. Richard Miller, St. Andrew's, Valparaiso; The Very Rev. Frederick Mann, Cathedral of St. James, South Bend; The Rev. Michael Haas, Trinity, Logansport; The Rev. Canon David Seger, ex officio.

REPORT OF THE NORTHERN INDIANA FOUNDATION

Nineteen ninety-five and the upcoming years will be busy years for the Foundation. The Bishop has charged the Foundation with the responsibility of managing assets from the Capital Fund Drive recently undertaken by the Diocese. Currently, there is $90,832.00 that has been received from pledge income. This has been allocated to New Congregations, Congregation Revitalization and Outreach. As you can see from the attached financial statement of the Foundation, substantial funds have been received.

The directors of the Foundation have adopted a policy to assure preservation and growth of the principal. The policy generally states that 10% of the interest income earned on the principal will be preserved so that only 90% of the interest income will be available for grants.

Because of this policy, parishes will need to be patient for a couple of years so that the principal can begin earning substantial interest for use.

During the year 1994, an application for a grant by St. John of the Cross of Bristol was conditionally approved. The request was for a grant of $6,000.00 (however, because only $4,000.00 of income was available, the Foundation determined that the additional $2,000.00 would be treated as a loan if modification was acceptable to the applicant). Additionally, a $10,000.00 loan was requested by St. John the Evangelist of Elkhart. The loan was approved and the terms are being negotiated with St. John by the treasurer.

The future of the Foundation promises to be exciting. Given the success of the recent fund drive, substantial assets should soon be available for parish use.

Respectfully submitted,
Daniel H. Pfeifer

DIOCESE OF NORTHERN INDIANA FOUNDATION, INC.
August 1, 1993 through October 10, 1994

Profit and Loss Statement

Interest Income:

St. Peter's, Rensselaer	$68.59
St. Anne's, Warsaw	682.90
St. George's, Berne	1,314.01
Society Bank of South Bend	327.47
Society Bank Investment Account	2,382.07
	$4,775.04

Expenses:

8-2-93	Diocese of Northern Indiana Special Fund, Blanket Bond (1993)	$218.00
8-3-93	Diocese of Northern Indiana, one-third fee for Holleman Associates	4,333.33
11-22-93	Society Bank, research and copy time for 1993 audit	4.00
2-8-94	Joseph R. Stratman, 1993 partial audit fee	900.00
3-25-94	Joseph R. Stratman, 1993 balance of audit fee	200.00
6-6-94	Indiana Secretary of State, 1994 Annual Report Fee	10.00
9-28-94	Special Funds Account/blanket bond for auto	218.00
		$5,883.33
	Total Income	**-$1,108.29**

Other Receipts and Disbursements

Receipts of Principal:

St. Peter's, Rensselaer	$815.37	
St. Anne's, Warsaw	1,755.82	
St. George's, Berne	1,377.51	
		3,948.70
All Saints, Syracuse - return of check #1220		2,000.00
Total Cash Received		**4,840.41**

Disbursements: ..... -0-

Total Disbursements ..... **-0-**

Net Cash Increase	**$96,477.33**
Cash Balance 7-31-93	**$93,918.20**
Cash Balance 10-10-94	**$190,395.53**

BALANCE SHEET 10-10-94

Assets:

Society Bank of South Bend:

Checking Account	11,469.36	
Investment Pool Account	$178,926.17	
		$190,395.53

Notes:

St. Peter's, Rensselaer	$248.16	
St. Anne's, Warsaw	13,639.14	
St. George's, Berne	12,014.32	
		$25,901.62

Assets: Balance 10-10-94	216,297.15
Income: 8-1-93 to 10-10-94	4,775.04
Expenses: 8-1-93 to 10-10-94	5,883.33
Net Assets - Balance 10-10-94	$215,188.86

DISBURSEMENT PLEDGES INCOME

New Congregation	$36,582.00
Congregation Revitalization	$42,332.00
Outreach	$11,918.00
	$90,832.00

COMMITTEE ON THEOLOGY AND LITURGY

Membership

The Rev. Michael P. Basden, St. Anne's, Warsaw, Chair
The Rev. Stephen S. Gerth, Trinity, Michigan City
The Rev. Canon Paul J. Bradshaw
The Rev. J. Derek Harbin, St. Andrew's, Kokomo
Ms. Clifford King Harbin, St. Andrew's, Kokomo
The Rev. Mark A. Thompson, All Saints, Syracuse
The Rev. Canon John E. Schramm, St. Thomas, Plymouth
The Ven. Sarah S. Tracy, St. Paul's, Mishawaka

After several dormant years a new Committee on Theology and Liturgy was created in the latter half of 1994 for the purpose of providing the Bishop with reflective study and information regarding the Sacrament of Confirmation. Many parishes in the Diocese of Northern Indiana seek a clearer understanding about the nature, meaning and purpose of Confirmation and its place in the life of the local faith community. An increased interest in the Catechumenate has fueled the need for further reflection and diocesan planning. At present, this is the sole issue the Bishop has given the committee to study. The committee serves at the discretion of the Bishop and addresses the concerns brought to it by the Bishop and his office.

THE GREATER CATHEDRAL CHAPTER

The Greater Cathedral Chapter is comprised of two laypersons and two clergy, elected at Diocesan Convention, to serve two year terms on the Cathedral Chapter. One clergy and one lay person is elected each year. Members attend all regular meetings of the Cathedral Chapter and are invited to participate in any special events involving Chapter leadership (annual workshops and special programs).

As a Cathedral Parish, we recognize that there is a dimension of ministry and leadership beyond being a parish community. This reality was reflected in the development of our Mission Statement in January of this year.

> *As Children of God, called to be both parish and cathedral, we experience and proclaim the power of the Holy Spirit, by which we grow in Christ, serve one another and bear witness to Him in the local neighborhood, the larger community and the diocese.*

The Greater Chapter Members provide an important leadership connection between the parochial work of the cathedral and our larger commitment to the life of the diocese. Each of the three members have made important contributions to the work of the Chapter this year -- especially as we continue to evolve new styles of leadership. Greater Chapter Members receive regular mailings of business concerns and developmental literature pertaining to our work. Attendance at Chapter meetings and functions has shown both commitment and real interest on the part of our extended members.

As an off-going Greater Chapter Member, we extend our special gratitude to Fr. Shelby Scott, who has provided insight, initiative and creative ideas during his two years of service. Fr. Chiles has worked carefully with us in the development of our Root Group ministry to the youth of the Cathedral -- serving as a member of the Root Group Advisory Board. He has provided valuable resource. Mrs. Boyer has provided both experience and business ideas in the context of our regular meetings. Cathedral Chapter members count our Greater Chapter members as an integral part of the

leadership team.

As the Cathedral Church of St. James celebrates the 100th year of the church building, we look toward the second century of life and leadership within our diocesan family and beyond. We invite your participation and input in our service as a House of Worship for the diocese and a place of gathering for our many ministries.

In the service of Christ Jesus,
The Very Rev. Frederick E. Mann
Dean of the Cathedral

REPORT OF THE BEACON ADVISORY BOARD

Members:

Matt Carboneau, Co-Editor, The Beacon
Ann Carboneau, Co-Editor, The Beacon
The Rev. David L. Seger, Canon to the Ordinary
Sharon Katona, Treasurer
Mike Skiver, St. Philip and St. James'
Glen Richardson, The Cathedral Church of St. James
Penny Glover, St. Timothy's, Griffith

The Beacon is a four page publication of the Diocese of Northern Indiana. It is published every other month and is distributed to diocesan churches and members. The advisory board meets on an annual basis to review the previous issues and to suggest changes as needed.

REPORT OF THE STEWARDSHIP COMMITTEE

Members:

John Ritter, St. Andrew's, Kokomo, chair
Robin Douglas, St. Michael's, South Bend
Al Harker, Christ the King, Huntington
Arlyne Jacobsen, St. Paul's, Munster
The Rev. Henry Randolph, St. David's, Elkhart
Jim Robinson, Cathedral of St. James, South Bend
The Rev. Mark Thompson, St. Anne's, Warsaw
Deb Walters, St. John's, Bristol

The Stewardship Committee presented it's second stewardship workshop in June of 1994. An evaluation of this workshop by those who attended was good to excellent.

The Stewardship Committee is in the process of:

*Establishing a cadre of trained stewardship consultants in the diocese to assist our parishes.
*Organize one workshop per year in the Jan. - March time frame.
*Visit each vestry to communicate what we've done, what we hope to do, tell of available resources, and ask for their needs.
*Providing stewardship material for each parish.

REPORT OF THE YOUNG ADULT LEADERSHIP TEAM (YALT)

Members:

Ted Haas, Trinity, Logansport, Chair (1995)
Julie Cockram, st. Michael and All Angels, Secretary (1995)
Ashton Smith, St. Michael and All Angels, Executive committee (1995)
Matt Masterson, St. Anne's, Executive Committee (1995)
Ann Carboneau, Interim Youth Coordinator

The YALT meets two times each year and the Executive committee also meets twice. These meetings are used to brainstorm ideas for upcoming youth events and plan for existing events. YALT members are selected based upon their participation in youth events and willingness to serve. Membership is split among the deaneries.

This has been a year of transition for youth. Brian Grantz left for seminary in August and Ann Carboneau began in July as the Interim Youth Coordinator for one year. All youth programs will continue as scheduled for the next year. A permanent Youth Coordinator should be in place by June, 1995.

Several programs were successful in 1994. One Hard Night Cafe raised roughly $1500 for The Gary Youth Project and the Presiding Bishop's Fund for World Relief. The Gary Youth Project enjoyed the highest participation in its history. All the team members were touched by their experiences working in the inner city of Gary. Summer Camp was expanded to include all who applied, even expanding to another facility for sleeping. Over 120 campers gathered to celebrate the Genesis story.

In 1995, Summer Camp will move the Alexander Mack Camp in Milford, IN. This facility, run by the Church of the Brethren, will accommodate more campers and the facilities are fantastic. Any other program changes will be made jointly by the YALT and the permanent Youth Coordinator.

REPORT OF THE SCHOOL FOR FAITH AND MINISTRY

LAY SCHOOL OF THEOLOGY AND MINISTRY

Spring Semester, 1994

There were 10 full time students and four part time students enrolled in this semester of the school. Courses were: Biblical Studies (instructor S. Tracy), The prophets; Theology II, (John Houghton, instructor); Spiritual Formation, (Verna Oyer and S. Tracy, instructors); Time Management and Ethics, (Dr. L. Pankow, instructor). Classes were held in St. Paul's Episcopal Church, Mishawaka, IN.

Fall/Winter Semester, 1994/5

There are seven full time students and four part time students enrolled in this semester of the school. Courses are: Biblical Studies (instructor S. Tracy), Wisdom Literature; Spiritual Formation, (S. Tracy instructor); Journalling, (Verna Oyer instructor); Theology of Mission and Ministry, (Dr. Laura Pankow instructor); Theology and Theological Reflection, (The Rv. Tina Velthuizen instructor). Classes are being held at St. Paul's Episcopal Church, Mishawaka, Indiana. The annual retreat was held in August at Geneva Center. The following instructors conducted the retreat: Rose Owens, S. Tracy, The Rev. P. Tracy, Dr. Pankow. The 1995 summer retreat will be held at Wawasee Conference Center.

The director, Deacon Sarah Tracy, will retire June 30, 1995.

DEACON FORMATION

This school consists of ten weekend schools, eight are being held at the Wawasee Conference Center. There are four deacon aspirants enrolled. Instructors are: The

Deacon in Liturgy, S. Tracy, and the Rev. M. Basden; The Very Rev. Frederick Mann, ethics; The Rev. Patrick Ormos, The Deacon and Public Speaking; Spiritual Formation, S. Tracy, and The Rev. Mark Thompson; The Deacon in the Church, Deacon S. Tracy; The Deacon in the World, Deacon Rich Miller. In December, the students and faculty will attend the Province V Deacon Retreat at Fatima Retreat Center. In June, the students will attend the biennial conference of the North American Association for the Diaconate which will be held in Des Moines, Iowa. This makes a total of ten weekends for this Deacon Formation Track. The aspirants are: Betty Jo Boyer, Anne Dorgan, Gordon Samra, and Barbara Carver, (Idaho).

Director, Deacon S.S. Tracy

WAWASEE COMMITTEE 1994 REPORT

There have been three (3) major action items this year to report on.

First, a master plan has been developed by Sam Leman, Jr., the architect from Syracuse, Indiana, and is in three (3) parts. The plan can be implemented all at once, or in the three (3) parts. It is on file at the Diocese office and is being considered by the Bishop for FY95.

Second, Brian Grantz has ended his "term" as executive director and has entered the seminary to pursue his ministry toward the priesthood. We wish him well and will support him in this ministry.

Third, we welcome Sharon Chase as the new executive director of the Wawasee Center. Sharon will be a part of the Bishop's staff. She assumed her duties on August 1, 1994.

To start this year, the Wawasee Committee will be working under new guidelines and will be an advisory committee to the Bishop and Director.

Last, but not least, I wish to express my thanks to the Committee members for their time spent.

J.W. Miller
Committee Chairman

ST. MARGARET'S HOUSE ANNUAL REPORT

St. Margaret's House continues to be blessed with the leadership of Kathryn Schneider and the dedicated volunteers who provide their willing hands and heart to help meet the needs of our guests who come to the center each day.

Highlights from November 1993 to October 1994 include:

*A Thanksgiving dinner for 60 guests
*A Christmas party for 180 women and children, all of whom received gifts through the generosity of the diocesan parishes
*An Easter dinner for 50 guests with holiday baskets provided by St. John of the Cross, Bristol
*A four-minute videotape produced by Father Steve Gibson, SCS, and Father Steve Schuneman that tells the story of St. Margaret's House through the voices of guests, volunteers, and diocesan leaders
*A photo-quilt that features the many people at SMH and was created by hand under the guidance of Mary Fran Brandenberger
*A volunteer retreat under the leadership to the Rev. Megan Traquair
*The gift of service from Notre Dame summer intern Mettie Vethayathil, who assisted with the children and in many other areas of SMH

*Board member and vice president Barbara Wilson was honored as "Super-volunteer" during the South Bend National Volunteer Week celebration
*School supplies for over 40 children were donated for the 1994 school year
*Individual art projects are on-going through a grant from Children's Dispensary Very Special Arts Indiana
*Other grants were received from Womenfest, the Crop Walk, and Michiana Arts and Science Council
*Became a member of the Northern Indiana Food Bank

In addition to the above, The Rev. Tina Velthuizen continues to lead the women in group discussions on spiritual issues; free haircuts are given by Debbie Barajas fro St. Michael and All Angels'; birthdays are celebrated each month; free blood pressure and blood sugar tests are given; round table discussions are held for guests to give input re: the center; and a therapist from Family Learning Center meets with individuals and small groups each week. The children's area was redone to better accommodate the needs there, and kitchen and office equipment and furniture were purchased.

A UTO grant that was awarded at the General Convention in August will allow for programs on prevention of child abuse; a self-esteem series conducted by a YMCA social worker; a Bible-based study on spirituality; an expansion of children's summer activities including a Notre Dame intern, crafts and program supplies, and a picnic/ trip to the zoo; first aid/CPR training for volunteers; and two volunteers' retreats during the year.

Helping women find and then commit themselves to drug rehabilitation programs and to find resources when they have been burnt out an lost everything are two key ways that the center serves the community. But the most important work continues to be that St. Margaret's House is a place where women (and those with children) can find safety, serenity, friendship, and support through the caring presence of the staff, the volunteers, and the other guests.

The existence of St. Margaret's House and its ongoing operation could not be without the support and commitment of the parishes in the Diocese of Northern Indiana and the people in the neighboring communities. For their generosity and thoughtfulness, we ask God's continued blessings.

St. Margaret's House Board of Directors

President - Sharon Chase, Goshen; Vice President - Barbara Wilson, South Bend; Treasurer - Mary Pyles, South Bend; Secretary - Mary Lewis, Kokomo; Past President - Deacon Mary Ruth Finster; Other Directors include: Kathleen Berwick, Lowell; Gloria Campanale, Granger; Helen Donovan, South Bend; Cindy Haushalter, Warsaw; Margaret Kenney, South Bend; Geannine Mitchell, Chesterton; Cindy Van Parys, South Bend; Nancy Wiese, Goshen; Ex-officio - The Rt. Rev. Francis C. Gray, Bishop; The Venerable Sarah Tracy; Archdeacon; Sharon Katona, Diocesan Treasurer; Gwen Black, Diocesan ECW Chairman; June Thompson, UTO Chairman.

THE REPORT OF THE PRESIDING BISHOP'S FUND FOR WORLD RELIEF COORDINATOR

Throughout the past year (November 1993-November 1994) the diocesan coordinator has endeavored to promote and coordinate fund activities within the Diocese of Northern Indiana. Major concentration has been in two areas:

1) Recruitment of Parish Reps. A variety of strategies have been utilized previously in an effort to recruit parish reps with little or no success. However, this year the coordinator enlisted the assistance of ECW deanery presidents and to-date thirteen (13) reps are "on board".

2) Annual Appeal. The success of the Annual Appeal is somewhat based on the necessity of parishes following detailed instructions as well as a timeline. The Diocesan coordinator's responsibility is to re-confirm such instructions, timeline and guidelines as distributed by the Church Center and this we did.

PRESIDING BISHOP'S FUND FOR WORLD RELIEF COORDINATOR -(Continued)

As a member of the ECW Diocesan Board, the coordinator gave a report at the Summer Fair. The report detailed activities at the 1994 Annual Network Meeting. DFC's (Diocesan Fund Coordinators) visited the site of the Los Angeles riots, California earthquake and fires. The gratitude of those who have benefited from the generosity of the fund is overwhelming. To hear first-hand accounts of those who suffered great trauma and loss of property due to these natural disasters is traumatic even to the listener. The Rt. Rev. Chester Talton, Suffragan Bishop, Diocese of Los Angeles made a presentation on the Los Angeles riots. Once again, the benefactors of the Fund are most grateful.

In summary, I can only echo the theme of the 1994 Annual network Meeting and that is, the Fund is "responding to those in any need or trouble" and with this one thought in mind, we encourage full participation in the Annual Appeal which will take place the latter part of January.

Respectfully submitted,
Charlotte A. Strowhorn
Diocesan Coordinator

THE NORTHERN INDIANA CURSILLO COMMUNITY (NICCO)

The Northern Indiana Cursillo Community (NICCO) has held several functions since the last Convention. A three-day Cursillo Weekend was held in May of 1994 at the Oakwood Retreat Center in Syracuse. Anne Dorgan was Rector of that weekend, NICCO #21, which welcomed 14 new members into our Community. Plans are already under way for NICCO #22 which will be held in May of 1995 again at Oakwood.

The Secretariat, the co-ordinating committee of NICCO, is made up of lay persons and an ordained advisor. The Secretariat meets monthly to plan and coordinate NICCO functions. Members are elected to serve three-year terms. Elections were held in May and the current Secretariat members are as follows: Lay Director Hill Richardson, Trinity, Ft. Wayne; Lay Director Designate Chuck Dorgan, St. Anne's, Warsaw; Spiritual Advisor Deacon Sarah Tracy, St. Paul's, Mishawaka; Spiritual Advisor Designate Fr. Derek Harbin, St. Andrew's, Kokomo; Secretary Laurie Thompson, St. John the Evangelist, Elkhart; Larry Fisher, St. Alban's, Ft. Wayne; Ted Kimball, St. Alban's, Ft. Wayne; Jerry Klein, St. Andrew's, Kokomo; J.W. Windy Miller, St. Anne's, Warsaw; Cheryl Ostermeier, St. Andrew's by the Lake, Michigan City; Juanita Tebbe, St. Andrew's, Kokomo; and Darlene Wedge, St. Michael and All Angels, South Bend. Our Treasurer is Barb Cassis, St. Andrew's, Kokomo. Outgoing members Dave Betz, St. Paul's, Mishawaka; Mary Lou Bizzaro, St. James', South Bend; Georgette Senter, Michigan City; and Carl Gilland, Trinity, Ft. Wayne, are to be commended for their time, dedication, and effort well spent on this committee and in the Cursillo Community.

The Secretariat held two two-day sessions of the Day of Deeper Understanding and Workshop this past year. These workshops were held to better enlighten and strengthen the Cursillo Community of this diocese and to train members to serve on teams for future weekends.

Ultreyas, gatherings of Cursillistas and non-Cursillistas in a deanery, and other small groups continue to meet throughout the Diocese. A Reunion Ultreya was held at st. Anne's in Warsaw following the May weekend. Other Central Ultreyas were held throughout the Diocese. The Secretariat thanks those parishes who have opened their doors so that our meetings may be held in your churches.

Cursillo is a movement within the Church made up of members who continue to serve the Lord through NICCO functions and in many areas of their own parishes and communities.

Respectfully submitted - Laurie Thompson, NICCO Secretary

THE BISHOP'S AD HOC COMMITTEE FOR ETHICAL GUIDELINES IN MINISTRY

Members:
Mr. David Wright, Chancellor - Trinity Parish, Ft. Wayne
The Rev. David Seger, Canon to the Ordinary
The Rev. Michael Haas - Trinity Parish, Logansport
Mr. Brian Grantz - Diocesan Youth Ministry (resigned summer 1994)
Mrs. Jill Basden - St. Anne's, Warsaw
The Very Rev. Frederick Mann, Committee Chairperson - Cathedral of St. James

The committee was formed in 1993 to address the need for developing guidelines and a handbook for ethics in ministry as mandated by the Church Insurance Corporation. The first year of work laid the foundation for developing an ongoing program to meet national criteria for integrity in pastoral and program ministry.

During the major portion of this year, a writing and research team worked through nearly eight hundred pages of documents, guidelines and educational material with the goal of creating written guidelines for our diocese that would be succinct while meeting the requirements that have been established by Church Insurance Corporation (CIC). With ongoing input from The Rev. David Rider (CIC), The Rev. Chilton Knudsen and Mrs. Carol Nyberg (Diocese of Chicago), and Mr. Fred Swing (Vice President, CIC for this region), we have developed the initial guidelines document. The research/writing team, for this phase, consisted of Fr. Haas and Dean Mann.

Each diocese of the Episcopal Church is required to have in place a document that includes the guidelines, format for educating and training clergy and lay employees as well as those working with youth, and a system for background checks for all clergy and lay employees for the previous five years or two employments (whichever is shorter). A diocese has one calendar year from the anniversary date of its insurance coverage to have the full ethical system in place and operational. At our current rate, we are well within our stipulated time frame.

We will have two (2) scheduled meetings for all diocesan clergy and lay employees -- 8 and 10 December -- to introduce our guidelines and policies for this diocese. The requirement will be to attend one of the two scheduled days. In the first quarter of 1995, we will begin the educational seminars to meet those requirements. The plan calls for an educational day once every six months thereafter for new clergy and lay employees. The work of background checks will begin after the first of the year.

There is still a lot of work ahead for this ad hoc committee. Should you have any questions or input, please feel free to contact any of the committee members.

Respectfully,
The Very Rev. Frederick E. Mann
Chairperson

RESOLUTIONS

RESOLUTION #1
Amendment of Diocesan Canon 2
(Passed)

RESOLVED, that Diocesan Canon 2.b is hereby amended as follows:

Lay delegates and alternates shall be elected by the vestry of each eligible parish and the vicar's committee of each canonically organized diocesan mission **or at the annual parish meeting**. Written certification signed by the rector or clerk of such vestry or committee shall be presented to the Secretary of the Convention. Each Parish and Mission shall deliver to the Secretary of the Convention not later than **May first**, a written list of delegates. If an elected delegate cannot attend, the rector or priest-in-charge may fill such vacancy by certificate to the Secretary of the Convention.

Explanation

Several congregations have expressed to the Committee on Constitution and Canons, the desire to have the option of electing delegates at the annual parish meeting. The committee offers the amendment to accommodate those parishes wishing to do so.

The Ninety-Fifth Annual Convention of the Diocese of Northern Indiana amended Rule of Order #3 requiring "all resolutions and a written report from the Nominating Committee shall be completed and circulated to the Convention delegates at least sixty (60) days prior to the Convention." In order for the Secretary of the Convention and the diocesan staff to have adequate time to prepare this material the Committee on Constitution and Canons recommends that delegate lists be submitted to the Secretary of the Convention no later than May first.

Submitted by the Committee on Constitution and Canons

RESOLUTION #2
Regarding Domestic and Foreign Missionaries
(Withdrawn due to action of General Convention)

WHEREAS, the participation of local Episcopal congregations in the larger missionary work of the Church, both domestic and foreign, has traditionally been secured by giving through the diocese to the budget of the national Church's program arm, the Domestic and Foreign Missionary Society; and

WHEREAS, under the proposed revision of the national budget of the Episcopal Church, the Domestic and Foreign Missionary Society will no longer sponsor any domestic or foreign missionaries; Therefore be it

RESOLVED, that the Treasurer of the Diocese of Northern Indiana withhold $60 thousand from the assessment amount budgeted for national Church programs in 1995; and be it further

RESOLVED, that the money withheld be redirected as follows: $40,000 to the South American Missionary Society for the complete support of one missionary; and $20,000 to the Congregational Revitalization and Development Committee for the purpose of helping to fund the position of Canon Missioner for this diocese.

Respectfully submitted,
The Rev. Canon John E. Schramm
for the South Bend Deanery
26 June 1994

EXPLANATION

Since 1835 the Episcopal Church has been organized for missionary work under the corporate name of the Domestic and Foreign Missionary Society, of which every

Episcopalian is a member. Missionary bishops, priests, deacons, and lay persons have been sent out to do good works, to plant congregations, to spread the Gospel. Under the provisions of the revised budget both missionary-sending programs of the national Church will be closed: Volunteers for Mission (which has about 41 short-term missionaries) and the Appointed Missionary Program (which has 28 long-term missionaries, down from 457 in 1968). Over $40 million still remain in the program budget of the national Church. If mission work is not a high priority for the national Church, then the local dioceses are obligated by the Great Commission (Matthew 24) to pick up the slack and fund those Episcopal Missionary societies which still are sending out missionaries. There are more requests from sources both foreign and domestic than these societies can supply. There are more persons offering themselves for missionary work than there are resources to support them. This resolution is about Gospel priorities.

RESOLUTION #3
Admission of Christ the King, Huntington to Parish Status
(Passed)

RESOLVED, that the Ninety-sixth Convention of the Diocese of Northern Indiana accept the application of Christ the King, Huntington and admit this congregation to parish status.

Presented by the Committee on the Admission of New Parishes.

RESOLUTION #4
To Implement
Continuing the Dialogue: A Pastoral Study Document of the House of Bishops to the Church as the Church Considers Issues of Human Sexuality
(Passed)

RESOLVED, that the 96th Convention of the Diocese of Northern Indiana commend our Bishop for his leadership and teaching in the House of bishops during the recent discussions regarding human sexuality; and be it further woman united in the bond of Holy Matrimony; and be it further

RESOLVED, that this Diocese review and study Continuing the Dialogue: A Pastoral Study Document of the House of Bishops to the Church as the Church Considers Issues of Human Sexuality, as directed by Resolution B012 of the 71st General Convention; and be it further

RESOLVED, that this review and study take place at the Deanery level before the next General Convention so as to encourage the broadest involvement and discussion; and be it further

RESOLVED, that the Bishop appoint a task force to prepare a plan of implementation of this review and study before the next Diocesan Convention.

EXPLANATION

The 71st General Convention, meeting in Indianapolis, approved the Bishop's Study Guide on Issues of Human Sexuality and directed the whole church to enter into dialogue on these issues during the next triennium. This resolution, if approved, will provide a mechanism for the Diocese of Northern Indiana to carry out that study and dialogue through our Deanery Structure.

Submitted by the Fort Wayne Deanery at its Pre-Convention Meeting, October 2, 1994.

COURTESY RESOLUTIONS

RECOGNITION OF GENERAL CONVENTION WORKERS

The Ninety-Sixth Convention of the Diocese of Northern Indiana recognizes and applauds the efforts of many members of this Diocese in the successful operations of the Seventy-First General Convention of the Episcopal Church held at Indianapolis.

The Convention of the Diocese recognizes and commends the numerous members from this Diocese who served as volunteers in the offices and legislative bodies of the Convention, and the many members of choirs from the Diocese who participated in the choir for the Convention Eucharist on Sunday.

The Convention of the Diocese recognizes and commends the many members of the clergy who served in many capacities in the worship activities of the General convention.

The Convention especially recognizes and commends for their outstanding performance of major responsibilities:

Michael Basden and Paul Tracy, Masters of Ceremonies at the daily Eucharists;
Canon Seger, Sacristan to the convention;
Nancy Seger, Director of General Convention Information Services;
Sarah Tracy, Deacon at the Convention Eucharist; and
Charlotte Strowhorn, supervisor for house services and for the House of Deputies.

The works of all these members of the Diocese of Northern Indiana brought added recognition and luster to this Diocese.

Finally, the Convention would ask that a copy of this resolution be published in an upcoming issue of the *BEACON*.

REGARDING COMPENSATION FOR THE BISHOP AND STAFF

WHEREAS, the Bishop and Diocesan Staff received only a cost of living adjustment in their salaries for 1995; and

WHEREAS, the Bishop and the Diocesan Staff performed a great work and service for the life of the Diocese this past year in the successful efforts of "Forward in Faith;" therefore be it

RESOLVED, that this 96th Convention of the Diocese of Northern Indiana expresses its disappointment in not being able to give the Bishop and Diocesan Staff merit raises for 1995; and be it further

RESOLVED, that this Convention expresses its appreciation, support, and encouragement of the Bishop and Diocesan Staff for their good work and service on behalf of the Diocese, to the greater Glory of Almighty God, and the benefit of Christ's holy Church, by this resolution and our prayers of thanksgiving.

GREETINGS TO THE PRESIDING BISHOP, THE MOST REVEREND EDMOND LEE BROWNING

The Bishop, Clergy, and Delegates to the Ninety-Sixth Annual Convention of the Diocese of Northern Indiana greet their Presiding Bishop and Primate with love in Christ, with loyalty to Episcopal Succession, as well as the apostolic Dogma and Kerygma, and with steadfast resolve to do what we can under your leadership to redeem the time. We give thanks for your vigorous efforts and ask God's blessings on you and your family.

GREETINGS TO BISHOP OTUBELU AND THE DIOCESE OF ENUGU

The Bishop, Clergy, and Delegates to the Ninety-Sixth Annual Convention of the Diocese of Northern Indiana send their deep and sincere greetings in the name of our Lord Jesus Christ to the Right Reverend Gideon Otubelu and the Diocese of Enugu. May God send you many blessings and may your churches and people grow and extend the Kingdom of God throughout all your country. We resolve to continue our companion relationship with you with the realization that we need you and with faith and hope that we can share in the quest to further the Good News of Jesus Christ.

THANKS TO MRS. SUSAN H. MILLER

The Bishop, Clergy and Delegates to the Ninety-Sixth Annual Convention of the Diocese of Northern Indiana give their sincere thanks to Mrs. Susan H. Miller for reminding us with humor, sensitivity, and passion that when we welcome strangers, we welcome Christ - and when we "screen" strangers, we "screen" Christ. We commit ourselves to review and evaluate our environments and our means of enfleshment in order truly to become a welcoming church. And, further, we commit ourselves to an ongoing process of renewal and rebirth.

GREETINGS TO BISHOP AND MRS. SHERIDAN

The Bishop, Clergy, and Delegates to the Ninety-sixth Annual Convention of the Diocese of Northern Indiana send their deep and sincere love and warm greetings to Bishop William C.R. Sheridan and Mrs. Rudith Sheridan.

GREETINGS TO MRS. HELENE KLEIN

The Bishop, Clergy and Delegates to the Ninety-sixth Annual Convention of the Diocese of Northern Indiana extend to you our warmest greetings and most sincere love along with our continuing prayers for your health and well-being.

THANKS TO THE PEOPLE OF TRINITY CHURCH, FT. WAYNE

WHEREAS, the Ninety-Sixth Annual Convention of the Diocese of Northern Indiana onvened in the city of Ft. Wayne on November 4 and 5, 1994, hosted by Trinity Church; therefore be it

RESOLVED, that heart-felt thanks be extended to Trinity Church, Ft. Wayne, The Rev'd Frank H. Moss, III, The Rev'd Robin E. Thomas, Deacon Leslie Richardson, its Wardens and Vestry, and People for the wonderful hospitality extended to the clergy, delegates, alternates, and visitors to this convention, and especially the host committee, Jim DeMond, Sue Mueller, Carolyn Devoe, George Alatza, Bill Gabbard, Al Mertens, and Hill Richardson; and be it further

RESOLVED, that we give thanks to the choir under the direction of Mr. Wayne Peterson and all who worked on the inspirational worship service; and be it further

RESOLVED, that thanks be extended to the youth of the diocese who served as pages: Erin Wright, Lisa Fisher, Jeff Foldenauer, Angie Fesler, Bryan Martin, Katie Gray, Sarah Powers, Ted Haas, Julie Cochram, Mary Morris, Ashton Smith, and Carrie Ottsen, and their co-ordinators, Ann Carboneau and Robin Thomas; and be it further

RESOLVED, that thanks be given to the staff and management of the Ft. Wayne Hilton and the Grand Wayne Center for their cooperation, service, and hospitality.

THANKS TO THE DIOCESAN STAFF

The Bishop, Clergy, and Delegates to the Ninety-Sixth Annual Convention of the Diocese of Northern Indiana express their thanks to the diocesan staff, especially Carole Gross, Sharon Katona, Liz Low, and Teresa Betz for their attention to detail in making preparation for the smooth administration of this convention.

THE
DIOCESE OF NORTHERN INDIANA

JOURNAL

OF THE

PROCEEDINGS

OF THE

NINETY-SEVENTH

ANNUAL CONVENTION

A.D. 1995

JOURNAL OF THE PROCEEDINGS

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of the

DIOCESE OF NORTHERN INDIANA
November 10-11, 1995

To Which are Added
Parochial and Diocesan Reports and Appendices

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Journal 1995

	Pledge ayments	Average Pledge per week for 1995	Average Pledge per week for 1996	Total Revenue Operating Accounts	Work within the Congregation	Total Expenditures	Pled
Angola, H	4,500.00	26.54		64,432.00	50,987.49	58,379.81	1
Berne, St	7,925.00	16.93		8,243.00	9,053.00	11,165.00	189,
Bristol,St	4,530.52	36.36	38.82	153,345.93	131,204.15	165,777.61	
Chesterto Francis'	3,128.00	15.34	17.17	31,637.00	24,423.00	29,835.00	72,
Crown Poi Christoph	7,898.00	16.95	21.01	46,981.80	31,240.30	36,517.86	36, 90,
Culver, St Elizabeth	4,504.43	23.24		14,913.90	14,049.07	14,049.07	60,
East Chica Shepherd	4,845.00	15.03	17.55	24,430.52	22,172.83	24,430.52	
Elkhart, S David's	5,023.59	39.49	36.09	90,875.71	71,264.92	86,606.87	41,
Elkhart, S	5,476.83	22.16	22.33	298,142.36	243,513.79	308,651.04	
Fort Wayn Alban's	1,164.00	17.01	18.34	116,685.00	92,544.00	114,706.00	105,
Fort Wayn Philip &	1,013.88	29.38	29.04	158,333.15	90,184.14	114,089.00	7,
Fort Wayn	1,441.96	19.57	27.38	502,980.11	331,584.74	412,814.51	140,
Gary St. Augustine	1,299.00	25.93		91,533.00	75,519.00	90,829.00	45,
Gary St.	1,803.00	22.16	23.41	40,790.00	34,793.00	41,730.00	
Gas City, Paul's	1,225.00	27.56	23.45	41,679.00	34,900.00	41,940.00	118,
Goshen, S	1,310.50	33.05	30.40	2,742.00	94,233.16	108,117.16	31,
Griffith Timothy's	1,683.00	15.20	16.45	75,459.53	56,640.05	68,854.81	145,
Hobart, S Stephen's	1,940.53	13.01	16.49	46,007.85	21,518.37	21,518.37	210,
Howe, St.	1,862.00	15.43	18.32	36,432.00	28,577.00	33,377.00	
Huntingt the King	1,781.00	25.53	27.24	71,957.51	59,811.13	70,882.16	2,587,

Journal 1995

	Baptisms in 1995 Adults	Baptisms in 1995 Children	All Baptized People in 1995	Last Reported in 1994	Confirmations	Received	Confirmed Communicants in Good Standing	Celebrations of the Eucharist Sunday	Celebrations of the Eucharist Weekday	Celebrations of the Eucharist Private	Marriages	Burials	Church School: Teachers	Church School: Children	Pledging Units for 1995
Angola, Holy Family	0.00	0.00	48.00	47.00	0.00	0.00	45.00	68.00	22.00	2.00	2.00	1.00	2.00	7.00	0.25
Berne, St. George	0.00	0.01	27.00	24.00	0.00	0.02	27.00	52.00	3.00	0.00	0.00	0.00	0.02	0.03	0.09
Bristol, St. John's	0.01	0.11	318.00	312.00	0.07	0.01	271.00	109.00	27.00	33.00	0.05	0.04	0.10	0.32	0.50
Chesterton, St. Francis'	0.00	0.05	121.00	111.00	0.02	0.04	82.00	54.00	63.00	34.00	0.03	0.03	0.01	0.08	0.29
Crown Point, St. Christopher's	0.01	0.02	82.00	89.00	0.05	0.01	73.00	77.00	16.00	182.00	0.03	0.06	0.06	0.07	0.43
Culver, St. Elizabeth's	0.00	0.00	32.00	34.00	0.00	0.00	32.00	58.00	6.00	5.00	0.00	0.00	0.00	0.00	0.12
East Chicago, Good Shepherd	0.00	0.01	125.00	126.00	0.00	0.00	55.00	52.00	246.00	24.00	0.00	0.02	0.00	0.00	0.19
Elkhart, St. David's	0.01	0.01	138.00	131.00	0.00	0.00	86.00	85.00	50.00	64.00	0.00	0.02	0.08	0.25	0.38
Elkhart, St. John's	0.02	0.13	706.00	727.00	0.00	0.00	411.00	153.00	126.00	138.00	0.01	0.13	0.10	0.57	2.00
Fort Wayne, St. Alban's	0.00	0.08	375.00	382.00	0.01	0.00	133.00	108.00	59.00	121.00	0.01	0.08	0.08	0.55	0.94
Fort Wayne St. Philip & St. James	0.04	0.05	191.00	181.00	0.12	0.00	129.00	58.00	19.00	5.00	0.03	0.03	0.12	0.52	0.55
Fort Wayne, Trinity	0.00	0.15	895.00	902.00	0.04	0.00	622.00	128.00	154.00	48.00	0.06	0.17	0.16	1.22	2.44
Gary St. Augustine's	0.00	0.01	193.00	192.00	0.00	0.00	193.00	105.00	61.00	142.00	0.01	0.02	0.00	0.00	0.64
Gary St. Barnabas	0.00	0.01	120.00	116.00	0.01	0.00	66.00	57.00	0.08	15.00	0.02	0.01	0.07	0.18	0.25
Gas City, St. Paul's	0.00	0.02	55.00	56.00	0.00	0.02	56.00	53.00	44.00	29.00	0.01	0.05	0.00	0.00	0.19
Goshen, St. James	0.00	0.03	104.00	86.00	0.00	0.00	68.00	103.00	55.00	25.00	0.01	0.03	0.07	0.19	0.38
Griffith St. Timothy's	0.07	0.17	321.00	307.00	0.10	0.05	130.00	63.00	29.00	6.00	0.01	0.01	0.03	0.24	0.73
Hobart, St. Stephen's	0.00	0.02	125.00	125.00	0.06	0.00	54.00	2,517.00	67.00	0.04	0.00	0.00	0.04	0.18	0.28
Howe, St. Mark's	0.00	0.02	74.00	70.00	0.00	0.00	69.00	56.00	24.00	26.00	0.05	0.03	0.02	0.13	0.26
Huntington, Christ the King	0.00	0.01	170.00	170.00	0.00	0.01	93.00	55.00	46.00	37.00	0.00	0.02	0.04	0.24	0.39

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	Pledging Units for 1996	Pledged Amount for 1996	Plate Offerings	Pledge Payments	Average Pledge per week for 1995	Average Pledge per week for 1996	Total Revenue Operating Accounts	Work within the Congregation	Total Expenditures
Angola, Holy Family	0.00		827.00	34,500.00	26.54		64,432.00	50,987.49	58,379.81
Berne, St. George	0.00		270.00	7,925.00	16.93		8,243.00	9,053.00	11,165.00
Bristol, St. John's	0.59	119,108.00	10,278.48	94,530.52	36.36	38.82	153,345.93	131,204.15	165,777.61
Chesterton, St. Francis'	0.28	25,000.00	719.00	23,128.00	15.34	17.17	31,637.00	24,423.00	29,835.00
Crown Point, St. Christopher's	0.28	30,586.00	2,754.63	37,898.00	16.95	21.01	46,981.80	31,240.30	36,517.86
Culver, St. Elizabeth's	0.12			14,504.43	23.24		14,913.90	14,049.07	14,049.07
East Chicago, Good Shepherd	0.19	17,343.00	9.00	14,845.00	15.03	17.55	24,430.52	22,172.83	24,430.52
Elkhart, St. David's	0.39	73,200.00	4,346.10	78,023.59	39.49	36.09	90,875.71	71,264.92	86,606.87
Elkhart, St. John's	1.80	209,019.00	2,767.94	230,476.83	22.16	22.33	298,142.36	243,513.79	308,651.04
Fort Wayne, St. Alban's	0.93	88,682.00	7,729.00	83,164.00	17.01	18.34	116,685.00	92,544.00	114,706.00
Fort Wayne St. Philip & St. James	0.66	99,680.00	14,244.64	84,013.88	29.36	29.04	158,333.15	90,184.14	114,069.00
Fort Wayne, Trinity	2.69	383,000.00	11,635.08	315,441.96	19.57	27.38	502,980.11	331,584.74	412,814.51
Gary St. Augustine's	0.00		2,198.00	86,299.00	25.93		91,533.00	75,519.00	90,829.00
Gary St. Barnabas	0.23	27,996.00	1,545.00	28,803.00	22.16	23.41	40,790.00	34,793.00	41,730.00
Gas City, St. Paul's	0.19	23,168.00	1,538.00	27,225.00	27.56	23.45	41,679.00	34,900.00	41,940.00
Goshen, St. James	0.38	60,072.00	6,886.89	65,310.50	33.05	30.40	2,742.00	94,233.16	108,117.16
Griffith St. Timothy's	0.53	45,332.00	6,262.64	57,683.00	15.20	16.45	75,459.53	56,640.05	68,854.81
Hobart, St. Stephen's	0.26	22,290.00	10,764.10	18,940.53	13.01	16.49	46,007.85	21,518.37	21,518.37
Howe, St. Mark's	0.21	20,000.00	1,666.00	20,862.00	15.43	18.32	36,432.00	28,577.00	33,377.00
Huntington, Christ the King	0.35	49,578.00	4,679.76	51,781.00	25.53	27.24	71,957.51	59,811.13	70,882.16

Journal 1995

ged Amount or 1996	Plate Offerings	Pledge Payments	Average Pledge per week for 1995	Average Pledge per week for 1996	Total Revenue Operating Accounts	Work within the Congregation	Total Expenditures
151.00	12,816.00	187,527.00	23.12	23.02	206,766.00	172,528.00	213,623.00
715.00	1,840.00	86,903.00	17.23	15.89	130,992.00	101,316.00	129,469.00
398.00	3,114.00	53,247.00	21.33	21.87	62,248.00	49,567.00	61,845.00
486.00	3,429.00	88,124.00	22.01	26.37	104,729.00	89,236.00	105,676.00
000.00	2,337.00	60,745.00	22.91	19.89	77,457.00	85,776.00	103,970.00
	9,790.51	116,871.00			191,174.56	161,614.29	189,098.74
384.00	3,746.00	66,676.00	25.14	20.94	75,686.00	72,697.00	83,436.00
	2,369.00	110,780.00			596,284.00	459,716.00	483,718.00
200.00	1,816.28	107,488.36	29.53	31.12	128,285.59	92,174.74	128,465.54
100.00	1,001.00	6,505.00	25.02	26.92	10,066.00	8,604.00	10,643.00
000.00	9,335.99	192,595.12	33.98	32.44	307,185.62	229,983.02	301,341.82
66.00	2,345.81	46,646.30	19.09	17.22	52,698.48	38,124.10	46,282.70
18.00	22,802.32	135,470.42	24.35	31.12	337,274.89	188,208.76	220,719.16
05.00	2,557.00	28,933.00	17.39	17.71	42,380.00	36,883.00	40,473.00
22.00	10,637.00	136,304.00	34.49	27.47	156,175.00	125,598.00	152,725.00
00.00	13,492.00	190,123.00	34.82	40.38	211,529.00	265,128.00	298,879.00
99.00	194,550.17	2,990,293.44	23.71	24.53	4,608,532.51	3,695,367.05	4,424,635.75

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	Baptisms in 1995 Adults	Baptisms in 1995 Children	All Baptized People in 1995	Last Reported in 1994	Confirmations	Received	Confirmed Communicants in Good Standing	Celebrations of the Eucharist Sunday	Celebrations of the Eucharist Weekday	Celebrations of the Eucharist Private	Marriages	Burials	Church School: Teachers	Church School: Children	Pledging Units for 1995
Kokomo, St. Andrew's	0.01	0.05	354.00	361.00	0.05	0.02	222.00	108.00	89.00	139.00	0.03	0.06	0.28	0.76	1.56
LaPorte, St.Paul's	0.00	0.06	218.00	228.00	0.03	0.02	129.00	132.00	256.00	55.00	0.02	0.07	0.05	0.28	0.97
Logansport, Trinity	0.01	0.03	172.00	163.00	0.07	0.01	120.00	110.00	23.00	122.00	0.02	0.03	0.06	0.21	0.48
Marion, Gethsemane	0.00	0.01	156.00	165.00	0.00	0.00	112.00	104.00	81.00	84.00	0.01	0.06	0.12	0.32	0.77
Michigan City St. Andrew's	0.00	0.02	78.00	89.00	0.00	0.00	51.00	113.00	75.00	13.00	0.00	0.01	0.07	0.16	0.51
Michigan City, Trinity	0.00	0.08	227.00	212.00	0.00	0.00	227.00	169.00	101.00	128.00	0.01	0.06	0.12	57.00	
Mishawaka, St. Paul's	0.00	0.05	151.00	0.00	0.03	0.01	49.00	91.00	126.00	76.00	0.01	0.03	0.01	0.05	0.51
Munster, St. Paul	0.01	0.07	308.00	350.00	0.03	0.00	197.00	103.00	68.00	80.00	0.08	0.15	0.11	0.75	
Plymouth, St. Thomas	0.02	0.03	291.00	305.00	0.02	0.00	212.00	106.00	104.00	60.00	0.01	0.03	0.07	0.48	0.70
Rensselaer, St. Peter's	0.00	0.00	20.00	20.00	0.00	0.00	15.00	52.00			0.00	0.00	0.01	0.05	0.05
South Bend, Cathedral	0.00	0.03	420.00	432.00	0.05	0.01	263.00	147.00	152.00	186.00	0.04	0.11	0.17	0.71	1.09
South Bend, Holy Trinity	0.00	0.02	95.00	92.00	0.01	0.00	95.00	108.00	22.00	78.00	0.01	0.02	0.03	0.06	0.47
South Bend, St. Michaels	0.00	0.05	361.00	360.00	0.04	0.00	155.00	138.00	144.00	122.00	0.07	0.04	0.14	0.46	1.07
Syracuse, All Saints	0.00	0.00	75.00	72.00	0.00	0.01	35.00	72.00	43.00	20.00	0.00	0.01	0.07	0.08	0.32
Valparaiso, St. Andrew's	0.01	0.10	519.00	335.00	0.00	0.00	419.00	107.00	66.00	49.00	0.02	0.03	0.10	0.57	0.76
Warsaw, St. Anne's	0.00	0.11	484.00	481.00	0.02	0.02	308.00	146.00	55.00	50.00	0.05	0.07	0.11	1.07	1.04
TOTALS	0.20	1.63	8,149.00	7,853.00	0.83	0.26	5,304.00	5,817.00	2,522.08	2,198.04	2.71	2.53	4.52	74.78	21.60

Journal 1995

	Pledging Units for 1996	Pledged Amount for 1996	Plate Offerings	Pledge Payments	Average Pledge per week for 1995	Average Pledge per week for 1996	Total Revenue Operating Accounts	Work within the Congregation	Total Expenditures
Kokomo, St. Andrew's	1.56	189,151.00	12,816.00	187,527.00	23.12	23.02	206,766.00	172,528.00	213,623.00
LaPorte, St.Paul's	0.88	72,715.00	1,840.00	86,903.00	17.23	15.89	130,992.00	101,316.00	129,469.00
Logansport, Trinity	0.32	36,398.00	3,114.00	53,247.00	21.33	21.87	62,248.00	49,567.00	61,845.00
Marion, Gethsemane	0.66	90,486.00	3,429.00	88,124.00	22.01	26.37	104,729.00	89,236.00	105,676.00
Michigan City St. Andrew's	0.58	60,000.00	2,337.00	60,745.00	22.91	19.89	77,457.00	85,776.00	103,970.00
Michigan City, Trinity	0.00		9,790.51	116,871.00			191,174.56	161,614.29	189,098.74
Mishawaka, St. Paul's	0.38	41,384.00	3,746.00	66,676.00	25.14	20.94	75,686.00	72,697.00	83,436.00
Munster, St. Paul			2,369.00	110,780.00			596,284.00	459,716.00	483,718.00
Plymouth, St. Thomas	0.65	105,200.00	1,816.28	107,488.36	29.53	31.12	128,285.59	92,174.74	128,465.54
Rensselaer, St. Peter's	0.05	7,000.00	1,001.00	6,505.00	25.02	26.92	10,066.00	8,604.00	10,643.00
South Bend, Cathedral	0.83	140,000.00	9,335.99	192,595.12	33.98	32.44	307,185.62	229,983.02	301,341.82
South Bend, Holy Trinity	0.51	45,666.00	2,345.81	46,646.30	19.09	17.22	52,698.48	38,124.10	46,282.70
South Bend, St. Michaels	0.73	118,118.00	22,802.32	135,470.42	24.35	31.12	337,274.89	188,208.76	220,719.16
Syracuse, All Saints	0.34	31,305.00	2,557.00	28,933.00	17.39	17.71	42,380.00	36,883.00	40,473.00
Valparaiso, St. Andrew's	1.02	145,722.00	10,637.00	136,304.00	34.49	27.47	156,175.00	125,598.00	152,725.00
Warsaw, St. Anne's	1.00	210,000.00	13,492.00	190,123.00	34.82	40.38	211,529.00	265,128.00	298,879.00
TOTALS	19.59	2,587,199.00	194,550.17	2,990,293.44	23.71	24.53	4,608,532.51	3,695,367.05	4,424,635.75

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DIOCESAN DIRECTORY
THE EXECUTIVE

THE BISHOP
The Right Reverend Francis Campbell Gray
117 North Lafayette Boulevard, South Bend, Indiana 46601

CANON TO THE ORDINARY AND ADMINISTRATIVE ASSISTANT
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117 North Lafayette Boulevard, South Bend, Indiana 46601

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Dr. Rob Holl

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Mr. David Nash (Retire 1996)
The Rev'd Michael Basden (Retire 1997)
Mrs. Martha Kahn (Retire 1997)
The Very Rev'd Frederick Mann (Retire 1998)
Dr. Jack Mapes (Retire 1998)

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The Rev'd Robert Fitzpatrick (Retire 1997)
Mr. William W. Bissell (Retire 1997)
The Rev'd Dcn. Theodore Neidlinger (Retire 1998)
Mrs. Charlotte Strowhorn (Retire 1998)

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Mr. Mel Ring (Retire 1996)
The Rev'd David Ottsen (Retire 1997)
Mr. Michael Grattan (Retire 1997)

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The Rev'd Michael Basden
The Rv'd Margaret Harker
The Very Rev'd Frederick Mann
Mrs. Nancy Moody
Mrs. Charlotte Strowhorn
Mr. LeRoy Lacey
Mrs. Anne Donnelly

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The Rev'd Richard Kallenberg
The Rev'd Frank Moss
The Rev'd Dcn. Richard Miller
Mr. Albert Harker
Mr. Gilbert Streeter
Mrs. Suzanne Stiene
Mr. R. Wyatt Mick

DEPUTIES TO PROVINCIAL SYNOD

The Rev'd David Hyndman (Retire 1996)
The Rev'd Patrick Ormos (Alternate -- Retire 1996)
Mrs. Nancy Wiese (Retire 1997)
Mrs. Anne Donnelly (Alternate -- Retire 1997)
Mrs. Cynthia Guzzo (Retire 1998)
Ms. Laurie Douglass (Alternate -- Retire 1998)

ECCLESIASTICAL TRIAL COURT

The Rev'd Richard Kallenberg (Retire 1996)
Ms. Kay Miller (Retire 1997)
The Rev'd Canon John Schramm (Retire 1998)

EPISCOPATE RELATIONS COMMITTEE

The Rev'd Dabney Smith (Retire 1996)
Mr. John Collins (Retire 1996)
The Rev'd Shelby Scott (Retire 1997)
Mrs. Deborah Ottsen (Retire 1997)

DIOCESAN ECUMENCIAL OFFICER

The Rev'd David Hyndman
The Rev'd Paul Tracy (Deputy)

EPISCOPAL/LUTHERAN DIALOGUE COMMITTEE

The Rev'd Robert Bizzaro
The Rev'd Paul Tracy

EPISCOPAL CHURCH WOMEN

Mrs. Gwen Black, President

PROGRAM COMMITTEES

THE WAWASEE EPISCOPAL CENTER BOARD
Mr. J.W. (Windy) Miller, Chair

THE COMMITTEE ON RECOVERY MINISTRIES
The Rev'd Dcn. Frank McKee, Chair

THE COMMITTEE ON STEWARDSHIP
Mr. John Ritter, Chair

HAPPENING STEERING COMMITTEE
Mrs. Katherine White

CURSILLO SECRETARIAT
Mr. Chuck Dorgan, Lay Director
The Rev'd Derek Harbin, Spiritual Director

THE FINANCE COMMITTEE
The Bishop
The Rev'd Richard Kallenberg, Chair

THE PRESIDING BISHOP'S FUND FOR WORLD RELIEF
Mrs. Charlotte Strowhorn, Diocesan Representative

INSTITUTE FOR CHRISTIAN FORMATION
The Revd Dcn. Richard Miller, Chair

THE COMMITTEE ON CONGREGATIONAL REVITALIZATION AND DEVELOPMENT
The Rev'd Dabney Smith, Chair

OFFICIAL CLERGY LIST 1995

Clergy Status	Last Name	First	Middle	Date Recorded	From	At Conv.
Bishop	Gray	Francis	Campbell	31 Oct 1986	Central Florida	Y
Parochial	Phelps	C.	Richard	20 Apr 1963	Ordained	N
	Hyndman	David	L.	30 May 1964	Ordained	Y
	Blakslee	John	C.	13 Jun 1975	Milwaukee	Y
	Meyer	John	E.	1 Nov 1976	Indianapolis	Y
	Schramm	John	E.	21 Apr 1982	Chicago	Y
	Comer	Harold	L.	30 Nov 1983	Ordained	Y
	Holifield	Loyd	W.	24 Oct 1984	Colorado	Y
	Morgan	Philip		18 Sep 1985	Swans. & Brecon	Y
	Smith	Larry	J.	16 May 1986	Ordained	N
	Tracy	Paul	J.	25 Aug 1986	Idaho	Y
	Basden	Michael	P.	22 Jun 1987	Central Florida	Y
	King	Frank	H.	12 Sep 1987	Ordained	Y
	Kallenberg	Richard	A.	18 Sep 1987	Fond Du Lac	Y
	Hathaway	Dale	C.	1 Feb 1988	Milwaukee	Y
	Gerth	Stephen	S.	8 Dec 1988	Louisiana	N
	Lynn	Robert	N.	12 Sep 1989	Chicago	Y
	Smith	Dabney	T.	16 Oct 1989	Central Florida	Y
	Fitzpatrick	Robert	L.	10 Sep 1990	Newark	Y
	Moss	Frank	H.	10 Oct 1990	Connecticut	Y
	Scott	Shelby	H.	21 Feb 1991	Oklahoma	Y
	Randolph	Henry	George	10 Mar 1991	Louisiana	Y
	Chiles	Robert	L.	1 Jun 1991	Upper S. Carolina	Y
	Velthuizen	Teunisje		12 Sep 1991	Western Michigan	Y
	Blubaugh	Susan	Jo	20 Dec 1991	Ordained	N
	Ormos	C.	Patrick	13 Jan 1992	Montreal	Y
	Haas	Michael	J.	28 Mar 1992	Roman Catholic	Y
	Harbin	J.	Derek	15 Jun 1992	W. North Carolina	Y
	Mann	Frederick	E.	9 Feb 1993	Central Florida	Y
	Thompson	Mark	A.	1 Mar 1993	Vermont	Y
	Harker	Margaret	G.	4 Apr 1993	Ordained	Y
	Traquair	Megan		13 Jul 1994	Los Angeles	Y
	Carver	John	Phillip	22 Jul 1994	Idaho	Y
	Ottsen	David	Keith	18 Oct 1994	Oklahoma	Y
	Lavengood	Martin		15 Nov 1994	New York	Y
	Hughes	Linda		25 Mar 1995	Ordained	Y
Non-	Minnix	George	R.	25 Jan 1964	Ordained	Y
Parochial	Lansford	Theron	G.	9 Oct 1971	Ordained	Y
	Mack	Ross		7 Jan 1977	Milwaukee	N
	Morgan	John	H.	14 Nov 1979	Kansas	N
	Smith	Paul	R.G.	13 May 1983	Ordained	Y
	North	Mark	R.J.	25 Aug 1986	Eastern Orthodox	N
	Bradshaw	Paul	F.	15 Jan 1988	Oxford	N
	Seger	David	L.	26 Aug 1991	Louisiana	Y
Deacon	Taylor	Robert	M.	16 Nov 1984	Ordained	Y
	Tracy	Sarah	Shrewder	24 Aug 1986	Idaho	Y
	Miller	M.	Richard	4 Jan 1989	Ordained	Y
	Taylor	Gloria	A.	12 Jun 1989	Ordained	Y
	Finster	Mary	Ruth	8 May 1990	Ordained	Y
	Zunkel	Alvin	P.	1 Jul 1991	Ordained	Y

	Neidlinger	Theodore	Paul	9 Oct 1991	Ordained	Y
	Ring	Roberta	Kay	9 Oct 1991	Ordained	Y
	McKee	Francis	L.	9 Oct 1991	Ordained	Y
	Wolford	Arthur	C.	9 Oct 1991	Ordained	N
	Illes	Joseph	Paul	9 Oct 1991	Ordained	Y
	Richardson	Leslie	S.L.	9 Oct 1991	Ordained	Y
	Miller	Janice	H.	18 Oct 1993	Central Florida	Y
	Carver	Barbara		17 Oct 1994	Idaho	Y
	Gilland	Carl		4 Dec 1993	Ordained	Y
Retired	Sheridan	William	C.R.	15 Jan 1945	Maryland	N
	Mosier	Bruce	B.	23 Jun 1946	Ordained	N
	Wood	George	B.	13 Oct 1947	Milwaukee	N
	Dexter	Wilbur	B.	1 Feb 1949	Chicago	N
	Reid	Benedict		23 Nov 1953	Ordained	N
	Douglass	Eugene	O.	22 May 1954	Quincy	N
	Center	Robert	J.	20 Dec 1956	Springfield	N
	McCormick	R.	Bradley	1 Sep 1957	Pittsburgh	N
	Davis	George	M.	2 Oct 1967	Dallas	N
	Leatherbury	Paul	E.	15 Oct 1969	Milwaukee	N
	Mitchell	Leonel	L.	1 Sep 1971	New York	Y
	Bizzaro	Robert		17 Jan 1972	New Jersey	Y
	Williams	W.	Kenneth	16 Feb 1973	Central Florida	N
	Gibson	William		1 Jun 1974	Kansas	N
	Aldrich	Thomas	Bailey	15 Dec 1974	Chicago	N
	Heiligstedt	Patrick	C.	22 Mar 1979	Milwaukee	Y
	Brown	Maxwell		1 Sep 1980	Milwaukee	N
	Klatt	William	B.	18 Nov 1983	Indianapolis	N
	Price	Clair	Edwin	12 Oct 1984	Ordained	N
	Hernandez	Robert	G.	30 Apr 1986	Columbia	N
License	Hensel	Charles				
	VanVanlkenburgh	William B.				
	Lodwick	James	N.			
	Griswold	Edwin	A.			
	Thornton	Michele	R.			
	Page, Jr.	Hugh	R.			
	McGowan	Andrew				

LAY DELEGATES SEATED AT CONVENTION 1995

CITY	PARISH OR DIOC OFFICE	NAME
	Diocesan Staff	*Ms. Elizabeth Low
		*Ms. Carol Gross
	Chancellor	*Mr. David Wright
	Parliamentarian	*Mr. Joseph Weaver
	Treasurer	Mrs. Sharon Katona
Angola	Holy Family	Mrs. Faye Bowman
		Mrs. Mary Louise Goetchius
		Mr. F. Mayo Sanders
Berne	St. George	Mr. Robert Bixler
Bristol	St. John of the Cross	Ms. Cynthia Garcia
		Mrs. Cindy Keck
		Mrs. Sharon Pedler
Chesterton	St. Francis	Ms. Wendy Olmsted
		Mr. Bill Olmsted
Crown Point	St. Christopher	Ms. Sally Cullen
		Mrs. Ann Heiligstedt
		Mr. David Heady
Culver	St. Elizabeth	Mrs. Chris Stubblefield
Elkhart	St. David	Mr. William Bissell
		Mrs. Cynthia Guzzo
		Mrs. Gloria Kramer
	St. John the Evangelist	Mr. Fred Corbin
		Mr. Jon Walker
		Mr. Tim Walker
Ft. Wayne	St. Alban	Mr. Richard Ford
		Mr. Robert Frede
		Mrs. Marilyn McClure
	St. Philip & St. James	Mrs. DeLores Bada
		Mrs. Nancy Lunde
		Mr. Brent Fawcett
	Trinity	Mr. John Beatty
		Mr. Don Mansfield
		Ms. Margie McClure
Gary	St. Augustine	Mrs. Fanny Clement
		Mrs. Jane Oliver
		Mr. Theodore Johnson
	St. Barnabas	Mrs. Rose Staab
		Mrs. Sarah Hensel
		Ms. Jill Kowal

Gas City	St. Paul	Mrs. Gwen Black Mr. Walter Wood Mrs. Karen Wood
Goshen	St. James	Mr. Samuel Sommers Mr. Charles Wicks Ms. Cecelia Cushing
Griffith	St. Timothy	Mr. Coy Bonner Mrs. Sue Bonner Mrs. Julie Fitzsimmons
Hobart	St. Stephen	Ms. Eileen Fralinger Ms. Josie Mattix
Howe	St. Mark	Mr. Norm Duesler Mrs. Carol Morgan Mrs. Anita Ross
Huntington	Christ the King	Mrs. Carmen Oswalt Mr. Mel Ring Mr. Jeffrey Roberts
Kokomo	St. Andrew	Mrs. Mary Lewis Dr. Michael Walker Mr. Phil Webb
LaPorte	St. Paul	Mr. Stephen Eyrick Mr. John Childs Mr. Robert Richter
Logansport	Trinity	Ms. Jan Spencer Mr. Stan Spencer Mr. Brett Worl
Marion	Gethsemane	Mrs. Kathleen Fluhrer Mr. Randy Powers Mrs. June Thompson
Michigan City	St. Andrew by the Lake	Mrs. Sandy Jocelyn Mr. David Jocelyn
	Trinity	Ms. Jeanne Dysard Mr. Jack Luchtman Ms. Rose Ray
Mishawaka	St. Paul	Mrs. Barbara Chaney Mrs. Tamara Lewis Mrs. Marie Sinkiewicz
Munster	St. Paul	Mrs. Patricia Huizenga Mrs. Arlyne Jacobsen Mrs. Janice Ronschke

Plymouth	St. Thomas	Mrs. Phyllis Hessler Mrs. Sharon Teves Dr. Rob Holl
Rensselaer	St. Peter	Mr. Robert Adair
South Bend	Cathedral	Mr. Glenn Richardson Dr. Kern Trembath Mr. Michael Swadener
	Christ Church	*Mrs. Betty Jo Adamson
	Holy Trinity	Ms. Yolanda Illes Mr. Peter Sincox Ms. Rachel Smith
	St. Michael and All Angels	Mr. Robin douglass Dr. Sandra Brown Ms. Jutta Mulcahey
Syracuse	All Saints	Mrs. Willadene Hill
Valparaiso	St. Andrew	Mr. Richard Esposito Mr. Maurice Stacy Mrs. Pamela Barnes Harris
Wabash	Resurrection	*Mrs. Suzanne Stiene
Warsaw	St. Anne	Ms. Dottie Rankin Mr. Bruce Shaffner

RULES OF ORDER

FOR CONDUCTING THE BUSINESS OF THE CONVENTION OF THE DIOCESE OF NORTHERN INDIANA

1. The schedule and agenda of the convention shall be determined by the Bishop or the presiding officer reflecting the requirements of Canon No. 2, and to the extent practicable shall be announced prior to the opening of the Convention.

2. The Convention shall have the right, however, by a vote of two-thirds of the members of the convention present and voting to change such schedule or agenda, except those items mandated under Canon No. 2.

3. a) All resolutions and a written report from the Nominating committee shall be completed and circulated to the convention delegates at least forty-five (45) days prior to the convention.

b) Any resolutions submitted after this date, other than courtesy resolutions, will require a two-thirds (2/3) vote of the members of the Convention present in order to be considered by the Convention.

4. No motion shall be considered as before the House unless it is seconded and reduced to writing.

5. All main motions and amendments thereto shall require a majority vote of those present and voting, except for the following which shall require a two-thirds vote:

A. Suspension of the rules
B. The previous question
C. Changing the time limit of debate
D. Reconsideration, if proposed by one of the majority of the first decision.

6. A member may not speak more than once on any motion until all other delegates have had an opportunity to speak.

7. Speeches shall be limited to no more than three minutes in length, unless the member is speaking on behalf of a motion from a deanery when the member may speak for no more than four minutes.

8. All statements shall be delivered from the floor except for

A. Reports by officers, committee chairpersons, or their representatives
B. Special guests of the Convention.

9. Clergy of the Church not entitled to seats, and Candidates for Holy Orders in this Diocese shall be admitted to the sittings of the Convention, and their names entered in the journal on their reporting themselves to the Secretary, but without the right to take part in the proceedings.

10. In case a parliamentary problem should arise which is not covered by existing rules, the authority shall be ***Roberts Rules of Order, Newly Revised.***

11. The above shall be the Rules of Order of all future Conventions unless altered or rescinded and shall be published in the Journal of each Convention.

MINUTES OF THE DIOCESAN CONVENTION

The Convention began with a festal Mass at St. John the Evangelist Church, Elkhart, Indiana, on Friday evening, November 10th, the Feast of St. Leo the Great, at 6 p.m. The Right Reverend Francis Campbell Gray, Bishop of the Diocese of Northern Indiana was both Celebrant and Preacher. The Mass homily was devoted to the idea of where we are going as a diocese. The Bishop's conclusion: we are journeying with Jesus, called to deny ourselves in order to be his disciples and show his compassion to those we meet with and with each other, whom he has given to us as companions along the way.

After the Mass the company adjourned to the Matterhorn Restaurant for the convention banquet. After an excellent meal, Bishop Gray introduced the Rev'd Richard Kallenberg, Rector of the host parish, St. John's, who introduced some of the persons responsible for the planning of the convention and ecumenical guests from Elkhart.

The banquet speaker was The Rev'd Colenzo Hubbard from Emmanuel Episcopal Ministries in Memphis, Tennessee. Fr. Hubbard and his wife, Deborah, direct a ministry they founded through the Diocese of West Tennessee, in one of the poorest areas of one of the poorest cities in the USA. Fr. Hubbard told the company that his chief aim was to let the poor know that God is as much for them as he is for anyone else. There is no contradiction, he said, between leading people to a personal relationship with Jesus Christ and also ministering to their other needs, feeding them, clothing them, educating them, helping them to find work. He said that God merely led them to begin providing what the people he gave them needed, and then he supplied those needs. The company was greatly moved by his address.

The business session of the convention began on Saturday morning, November 11th, the Feast of St. Martin of Tours, at the Quality Inn, Elkhart. (Actually the convention began even before the Mass of Friday evening, on Thursday, November 9th, with the arrival of people from around the diocese to work on a Habitat for Humanity house under the direction of volunteers from St. John's Church.)

At 0917 the Bishop opened the meeting with prayer and then called upon The Rev'd Harold Comer of the Credentials Committee. Fr. Comer said that there were 47 clergy present of 73 eligible to vote, and 96 lay delegates of 100 eligible to vote. Upon receiving this information, the Bishop declared the convention organized and ready for business.

He first called upon Gretchen Kallenberg to introduce the young people who were serving as pages for convention.

Next Ann Caroboneau reported on the Happening program and introduced Andrew Petroski who was chosen to be the rector of the next Happening in March.

Bishop Gray next asked convention as a courtesy to seat The Rev'd Charles Hensel, interim rector at Gethsemane, Marion, who is not a member of the diocese, and asked that one lay member from each of the new missions also be seated. None of the above would, of course, be entitled to a vote.

Bishop Gray then asked all the clergy to remember that the deadline for signing up for one of the alternative health programs for 1996 was coming up soon: Monday, November 13th. Persons failing to sign up by that date risked having no health insurance come January 1.

Now the Rules of Order as printed in the Journal were adopted by unanimous vote.

Ms. Sylvia Robles was now called upon to address convention in the matter of refugees. She is the Director of the Exodus Refugee resettlement program and is authorized to work with the Episcopal Church as well as other churches in northern Indiana. She told convention how that the needs were particularly great just now, with the many Bosnian people, especially those of mixed Muslim-Catholic and Muslim-Orthodox marriages, who cannot go home to "ethnically-cleansed" areas. Families need church sponsors.

Bishop Gray next nominated The Rev'd Canon John E. Schramm to be Secretary of

Convention and Mrs. Sharon Katona to be Treasurer. Convention approved. Bishop Gray also appointed Mr. David Wright to be the Chancellor of the Diocese and Mr. Joseph Weaver to serve as Parliamentarian.

[Other committee appointments were made also by Bishop Gray and are reflected in the Diocesan Directory (*vid. supra*).]

The Bishop introduced clergy who were new to the diocese since last convention: The Rev'd Martin Lavengood, from St. James', Goshen; The Rev'd Linda Hughes, new vicar of All Saints', Syracuse; and The Rev'd Dcn. Carl Gilland, Director of the Wawasee Center and attached to St. Anne's, Warsaw.

Prayers were offered at this time for those of the diocesan family who were ill, especially, The Rev'd Bruce Mosier and The Rev'd Stephen Gerth. The Rev'd B. Linford Eyrich, who departed this life on 22 May 1995, was also remembered in prayer, as were the brother of Mary Ellen Smith, wife of the Rector of St. Michael's, South Bend, and the father of The Rev'd Henry Randoph, Rector of St. David's, Elkhart.

Now the Committee on Constitution and Canons was called to report in the person of The Rev'd Canon David Seger. He moved the adoption of Resolution #1, regarding the establishment of an Episcopal Relations Committee. The resolution needed to be considered at this point, since an election was called for. The resolution was adopted. (*vid. infra*)

Canon Seger also moved the adoption of Resolution #2, regarding the establishment of a trial court. This resolution would amend Canons 4 and 12. This resolution also passed. (*vid. infra*)

The Rev'd Shelby Scott, representing the Nominations Committee, was called upon to present the nominations for diocesan offices. All of the ballots reported out from the committee were accepted by convention with no additional nominations being made from the floor. (In several of the elections, multiple ballots had to be taken, as indicated below.)

Those elections were as follows:

Ballot #1: Directors of the Diocese of Northern Indiana Foundation. Nominees in the Clerical Order: The Rev'd Martin Lavengood, The Rev'd Dcn. Theodore Neidlinger. Dcn. Neidlinger was elected to a three year term. In the Lay Order: Ms. Jill Gutreuter, Ms. Mary Piles, Mrs. Charlotte Strowhorn. Mrs. Strowhorn was elected on the second voting (ballot #9) for a three-year term.

Ballot #2: The Greater Cathedral Chapter. In the Clerical Order: The Rev'd David Ottsen. In the Lay Order: Mr. Michael Grattan. Both were elected by unanimous acclamation for a two-year term.

Ballot #3: The Standing committee. In the Clerical Order: The Very Rev'd Frederick Mann, The Rev'd Frank Moss. Dean Mann was elected for a three-year term. In the Lay Order: Ms. Martha Kahn, Mr. John Mapes. Mr. Mapes was elected for a three-year term; Ms. Kahn for the unexpired two-year term of Ms. Loyd Bane who moved away from the diocese.

Ballot #4: Delegates to Provincial Synod. In the Lay Order: Ms. Laurie Douglass, Ms. Cynthia Guzzo, Mr. Randy Powers. After a second voting (ballot #11), Ms. Guzzo was elected for a three-year term; Ms. Douglass was elected as an alternate for a three-year term.

Ballot #5: Clerical Deputies to General Convention. Nominees: The Rev'd Michael Basden, The Rev'd Stephen Gerth, The Rev'd Derek Harbin, The Rev'd Margaret Harker, The Rev'd Richard Kallenberg, The Very Rev'd Frederick Mann, The Rev'd Dcn. Janice Miller, The Venerable Richard Miller, The Rev'd Philip Morgan, The Rev'd Frank Moss, The Rev'd Dcn. Leslie Richardson, The Rev'd Dabney Smith. After seven rounds of voting (ballots #12, #16, #20, #24, #25, #26 - since the canonical requirement for deputies is that they be elected by a majority of those voting) the following were elected in the following order.

D. Smith; M. Basden; M. Harker; F. Mann

Alternates: D. Harbin; F. Moss; R. Kallenberg; R. Miller

Ballot #6: Lay Deputies to General Convention. Nominees: Mr. Stephen Confer, Mrs. Anne Donnelly, Mr. Albert Harker, Mr. Lee Lacey, Mr. R. Wyatt Mick, Mrs. Nancy Moody, Mrs. Suzanne Stiene, Mr. Gilbert Streeter, Mrs. Charlotte Strowhorn. On the first ballot the following were elected in the following order:

N. Moody; C. Strowhorn; L. Lacey; A. Donnelly

Alternates: A. Harker; G. Streeter; S. Stiene; W. Mick

Ballot #7: Ecclesiastical Trial Court. In the Clerical Order: The Rev'd Richard Kallenberg; the Rev'd Henry Randolph; The Rev'd Canon John Schramm. On the first ballot Canon Schramm was elected to a three-year term; Fr. Kallenberg to a one year term. In the Lay Order: Ms. Laurie Douglass; Mr. Dan Leininger; Ms. Kay Miller; Mr. Thomas Wombwell. After three rounds of voting (ballots #14, #18) Ms. Miller was elected to a two-year term. (These staggered terms were determined by the order of voting and obtain for the first year of voting only; hereafter one person will be elected to a three-year term.

Ballot #8: Episcopate Relations Committee. In the Clerical Order: The Rev'd Robert Fitzpatrick; The Rev'd Patrick Ormos; The Rev'd Shelby Scott; The Rev'd Dabney Smith. Fr. Scott was elected for a two-year term; Fr. Smith for a one-year term. In the Lay Order: Mr. John Collins: Mrs. Deborah Ottsen; Mr. Mark Stanforth; Mrs. Charlotte Strowhorn. Mrs. Ottsen was elected for a two-year term; Mr. Collins for a one-year term. (These staggered elections were based on the order of voting and obtain for this first year only; hereafter one from each order will be elected for a two year term.)

It was reported at the time of the first voting (1005) that of 73 clergy eligible to vote, 50 were present; and that of 100 lay delegates eligible to vote, 94 were present.

Mrs. Sharon Katona was called upon to answer questions regarding the Treasurer's Report for 1994 and the first 9 months of 1995. There being none, the report was received with gratitude.

The Bishop now called upon The Rev'd Megan Traquair to give a report on the Bishop's Ad Hoc Committee on Ethics in Ministry. She became the new chair on 1 August 1994 and reported that the guidelines required by the national Church and the national insurance program for preventing sexual abuse and misconduct are generally in place in the diocese and that further training sessions would be held about every six months.

Convention recessed briefly from 1027 until 1037.

After the recess, Dcn. Gloria Taylor spoke briefly about the AIDS ministry in the diocese, of which she is the chair. She called attention of convention to the fact that a part of the AIDS quilt was present for viewing and that there would be a healing service at the Cathedral for AIDS on December 2nd, World AIDS day being December 1st.

Dean Mann was called upon next to report on the new structure of the School for Faith and Ministry, now called the Institute for Christian Formation. He said that catalogues for courses were now in the mail for the rest of this year. Two schools are part of the institute: a deacon's school and a school for continuing adult education.

Bishop Gray now formally addressed the convention with his annual report. (*vid. infra.*)

After his address, the attention of the convention was called to the announcement that certain canonical changes were being proposed for a vote at the next General Convention, as required by the national canons. (*vid. infra*, "reports")

Now The Rev'd Robert Fitzpatrick rose to speak to Resolution #3, regarding a shortening of the advance notification time before convention required in our Rules of Order. The Rule #3 would be amended to reduce this time from 60 to 45 days. Since the resolution was a late one, convention voted first to consider it, then on a second vote, passed the resolution.

Fr. Kallenberg was called upon to present the budget for 1996. He asked for questions, but there were none, except concerning which mandates he had spoken of with regard to diocesan funds being locked in by convention mandate. These are: 1) growth towards fully 10% of the annual budget directed towards congregational development and renewal (we are at 7% next year); and 2) the payment of health benefits to clergy (and

surviving spouse) who retired out of the diocese after at least 15 years of service (this will take about 6% next year). There being no further discussion, the budget was passed upon vote.

Now convention heard more from The Rev'd Colenzo Hubbard from Emmanuel Episcopal Center, Memphis. He spoke about how he came to the center and gave more detailed information on its structure and programs, as well as the parish that was developing from the people evangelized by the ministry, St. Joseph's Church. Brochures were later made available which summarized much of the material here given.

After Fr. Hubbard spoke, election results were given and new ballots taken. Now 53 clergy were present and 96 lay persons.

Noonday prayers were led at 1208 by Bishop Gray, and convention recessed for lunch at 1214.

Resuming at 1316, convention heard a report by Mr. Wayne Peterson, member of the theology and liturgy committee, organist at Trinity Church, Ft. Wayne, about a new program in the Church for music in small congregations, called the Leadership Program for Musicians Serving Small Congregations. Further information is available through the Diocesan Offices and has been printed in the BEACON.

Further results of elections were made and another round of balloting were now taken.

Jerry Fumes of the Episcopal community Services in Gary now reported to convention. (For a written report, *vid. infra*). The most exciting news he reported was that papers were about to be signed for the purchase of a building to use as a shelter for the homeless.

Bishop Gray advised convention that there would be no courtesy resolutions, but that the secretary would convey the greetings of convention to the following persons: Bishop Browning, Bishop Sheridan, Bishop Otubelu, Mrs. Klein, The Parish of St. John the Evangelist, The Rev'd and Mrs. Colenzo Hubbard, and the management and staff of the Quality Inn, Elkhart.

While awaiting more election results, convention heard from Fr. and Mrs. Hubbard and asked questions. The Bishop noted that he was preaching at St. John's on Sunday, November 12th.

It was announced that at a meeting of the Wabash Deanery just after lunch, the Rev'd Frank King and Mrs. Kathleen Fluhrer were elected to Diocesan Council.

Convention recessed and convened several times between 1407 and 1450 while ballots were taken and election results announced.

At one of the recesses, someone asked if it would be possible to take an offering right then for Fr. Hubbard's program of sending good students on summer excursions. All agreed, and over $830 was raised and given to Fr. Hubbard.

Bishop Gray introduced Brian and Tamisyn Grantz, our seminarians, home for convention from Sewanee, and noted that the next convention would be held on November 8 and 9, 1996, at The Cathedral in South Bend, with Bishop Browning being the convention speaker.

Finally the last of the election results were in, the complete lists of General Convention Deputies read out to convention, and at 1452 the company was dismissed with prayer by Bishop Gray and convention adjourned.

Respectfully submitted,

(The Rev'd Canon) John E. Schramm
Secretary to Convention

[Erratum: the Journal of the 96th Annual Convention incorrectly showed no delegates to that convention from St. Mark's, Howe. Those who were present and voting were: Mr. Norm Duesler, Mrs. Gloria Frye, and Mr. Bob Frye.]

THE BISHOP'S CONVENTION ADDRESS

1995 - Elkhart, Indiana

As I mentioned in my letter to you in the Beacon, I believe that Diocesan Convention is, primarily, a time for fellowship, prayer and the renewing of the common ties in Christ which bind us together. It is a gathering of the clan, and it is good to be with you again. Thank you for the gifts of time and talent you bring to this meeting. Your presence here on this Saturday morning is a gift of stewardship itself. It is a special privilege to welcome the Rev. and Mrs. Colenzo Hubbard from Memphis, Tennessee, as they shared in their work. It has been rewarding for Karen and me to spend a day in Elkhart framing in a house for Habitat. I am most thankful for the hospitality of the members of St. John's, Elkhart, and the Rev. Richard Kallenberg, rector, and his staff.

I am also deeply indebted to my staff who offer so much to the life of this diocese. All of you see me at least once each year in your congregations, but you do not get to see the people who support and encourage this ministry which we all share. So, on your behalf, I thank Canon David Seger, Canon John Schramm, Sharon Katona, Carole Gross, Ann Carboneau, Liz Low, our Beacon editor Matt Carboneau and the conference center director, Carol Gilland. I am also thankful for the ministry of my wife, Karen, whose ministry touches so many lives and serves this diocese without pay or appointment and who does so with quiet grace.

My main emphasis in this address will be on congregation revitalization. Before I get to that theme, five more brief points will be addressed.

Wawasee Conference Center: Three years ago, the diocese contracted for a site utilization plan for the Wawasee Episcopal Conference Center and All Saints' Church. The Conference Center was renovated in 1991 and continues to be a place for the ministry of the diocese. However, the chapel building has not aged gracefully and has been found to be in serious need of replacement or repair. Since repair is as expensive as replacement, it has been determined that the chapel be replaced by a new one. I have commissioned a committee to develop plans for a new building. This group is chaired by the Rev. Shelby Scott and consists of persons from All Saints' congregation, the conference center committee, and the diocese. The committee is studying church architecture so that the chapel will be designed to fit the needs of a growing congregation as well as the diocese. The building will contain an office for the vicar and an undercroft to be used as a parish house. Future plans for the Wawasee site include removing the existing cottage and doubling the sleeping and parking spaces.

All of this requires funding. Council has given permission for me to again engage the services of Holliman Associates to conduct a feasibility study to determine if there is enough interest to pursue a new church building at Wawasee. We will not have a diocesan-wide major fund drive like Forward in Faith. Rather, we will seek donations from people who might be interested in a new church at Wawasee, or people who are committed to the center. If any of you know of people we should contact, please let me know their names.

I also mention that the congregation of All Saints is involved in this process, and members of that congregation will be canvassed. And, I am thankful for the special relationship that has existed between All Saints' and St. Anne's, Warsaw. Over the years, members of St. Anne's have been generous with gifts of time, talent and treasure to Wawasee.

Forward in Faith: The active pledging campaign for Forward in Faith was concluded eighteen months ago as we went over our goal of $1,750,000.00. To date, $1,191,632.00 of the pledged amount has been given and $558,377.00 remains. Of the $1.75 million, $420,000.00 was given in planned gifts of life insurance policies which will some day become part of our Diocesan Endowment. For now, this amount represents a promise to the future. When this amount, along with expenses and restricted gifts are subtracted, there remains the amount of $1,100,000.00 for present missions and ministry use. Of that amount, $558,377.00 remains to be given by our pledgers.

To date, the contributions have been deposited to the following accounts:

New Congregations	$90,000
Congregation Revitalization (Endowment)	112,000
Outreach (Endowment)	35,000
Education (Endowment)	100,000
Endowment	50,000

All in all, Forward in Faith is progressing well, and the monies are being used for their intended purposes. Two words of caution need to be mentioned. First, the large amount of planned gifts will not be available for years and should not be factored into our immediate plans. Second, four of the five categories are endowment funds in which income only can be used, and the income will not be large until all of the pledges are in. Meanwhile, those endowment funds are under the management of the Foundation.

Deacons: Four years ago, I appointed a committee to study the ministry of deacons and to report back to the convention of 1992. Since this did not happen, I am reforming the committee with the Rev. Derek Harbin as chair. Other members will be Canon Nancy Moody, Archdeacon Richard Miller, Deacon Leslie Richardson, the Rev. Mark Thompson, Deacon Frank McKee and Dawn Heady.

Companionship Relations: The time is coming for us to expand our companion relationship with another diocese. The relationship with the Diocese of Enugu in Nigeria continues, but not much happens between our two dioceses. These relationships between Nigerian and American Midwestern dioceses were supposed to last for ten years. Ours has gone for about seventeen years. While it is appropriate to continue some kind of link with Enugu, we need to have a relationship with another diocese which is closer, geographically. I have been in dialogue with the Rt. Rev. Leopoldo Frade of the Diocese of Honduras, who is eager to explore the possibility of a companion relationship. Many of you remember seeing the film of members of St. John of the Cross, Bristol, building a new church in Honduras. This year, I will appoint a new committee on companion relationship. At the next convention, the committee will report their recommendations to you.

National Church: I would be remiss if I did not mention the National Church's embezzlement scandal which took place this past year. As most of you know, the former treasurer of the Episcopal Church, Ellen Cooke, admitted to embezzling over two million dollars from special accounts. At this point, about 2/3rds of the monies will be recovered through bonds and the sale of Cooke's property, and both civil and criminal investigations are under way. Much of the confidence in our National Church leadership has been questioned, and some people have demanded that the Presiding Bishop resign. Bishop Browning has refused to do so, and I am in agreement with him on this matter. While Bishop Browning admittedly allowed Mrs. Cooke too much authority, neither he nor anyone else thought she was being dishonest. For the Presiding Bishop to resign with over two years to go on his term would be too de-stabilizing on the church. Besides, even Jesus had a thief for a treasurer, and the church recovered.

For myself, I know that Bishop Browning has been a fine pastor to his fellow bishops. He has been so for me. He was especially pastoral when Karen and I had all of the deaths in our family three years ago. As with many public figures, Bishop Browning's shortcomings are quite public while his considerable virtues remain private.

Speaking of the Presiding Bishop, Bishop Browning will be the speaker at next year's convention in South Bend. Other than for my consecration, Bishop Browning has not been in this diocese, and it will be a pleasure to welcome him back.

Congregational Revitalization and Renewal: The basic community through which the individual learns of Christ and is nurtured to grow in Christ is the local congregation. This is true in all denominations and communions, no matter how radical or reactionary, how liberal or conservative they might be. We are fed and strengthened, baptized, married, and buried from local communities of faith. It is the bishop's responsibility to guide and direct, encourage and oversee the affairs of local congregations and to offer connectedness and Catholicity to the congregations committed to his charge. The bishop is to call forth the resources of the flock of Christ so that local communities can be life-giving places where the light of Christ is both seen and known.

As we learned from last year's speaker, congregations have life cycles of their own. They are born, grow, mature, decline and die. Death and rebirth can happen without closing churches. There are dead and dying congregations with people in attendance every Sunday and there are brand new congregations emerging from the shells of

buildings 100 years old. In the state of flux which exists in congregations, some get better while others decline. Perhaps some figures from our diocese might help you to approach the subject of congregational life in this diocese.

Population of Northern Indiana . . stable

	1989	1994
Diocesan Members	**8,200**	**8,000**
Number of Congregations	**36**	**39**
Average Attendance	**2,586**	**3,111**
Average Pledge per Week	**$11.47**	**$27.09**

This tells me that the general population of Indiana and the Episcopal population are stable to declining. While approximately the same number of people are attending church 30% more often, and are giving more than twice as much money to the church, thee seems to be deeper commitment which is, perhaps, aided by such programs as the Catechuminal process, Catechesis of the Good Shepherd, Journey to Adulthood, Education for Ministry, Cursillo, Happening, and other programs of renewal.

Some other general figures might be helpful. Eighteen of our thirty-nine congregations - almost one-half, are not large enough to financially sustain the ministry of a full time priest. Seven of those congregations have moved from full time to part-time clergy in the past eight years. Conversely, five other congregations have grown enough to call additional staff such as assistant priests or youth workers. The movement from full to part-time clergy is bad news only if one believes that the main reason for a congregation to exist is to provide employment for clergy. Let me give two examples. St. Paul's, Gas City no longer supports a full time priest, but has increased in attendance and has opened a day care center, reaching out into the community. Trinity, Logansport, has moved from a survival mode to a growth mode now that most of the budget does not go to salary. In both churches, the congregations are well served by clergy and the people are finding new ministries.

How do changes occur which allow and encourage congregational growth? Frequently, this happens due to issues related to clergy. Always, it happens due to issues related to the ministry of oversight of the bishop. For example, a priest accepts another call, retires or dies and the vestry is faced with the reality of a budget. At other times, issues of conflict arise between a priest and congregation. The bishop is called to "fix the problem" by removing the priest or by sending them the perfect priest (nice looking, 37 year old priest with an attractive spouse, two children, who will work for $18,000 per year and take only two weeks vacation. This priest must be a gifted preacher, a great fund raiser, and someone who can attract new people without losing the old ones!) Further problems of the church have to do with money. The typical response is to reduce the diocesan assessment, reduce the salary of the priest, purchase less educational material, rent the parish hall or all of the above. Rarely is tithing mentioned. When none of the above solutions works, and they usually don't, the blame is transferred from the priest or vestry to the bishop or the canon. The bishop then accepts the blame and goes into a blue funk for a day or the bishop projects the blame back on the congregations, thinking himself that a new priest or a new vestry might solve the problem.

All of this behavior (congregation, bishop, priest) is looking at symptoms and not causes. The questions which should be asked in all of the situations are: Where is Jesus in the midst of all of this, or, as I said in last night's sermon, are we on the road with Christ? How can Jesus' resurrected presence and the life of the Spirit be seen in the congregation and in the ministry of the bishop? How can the congregation be an effective and faithful expression of the body of Christ regardless of size or location of the congregation? How can the bishop be involved as both pastor and overseer? Before I offer a plan for action, I want to share some statements which might be helpful.

STATEMENTS:

***Size is not a factor in the health of a congregation.**

There are vital small congregations and struggling large congregations. Thus bigger is not necessarily better nor is biggest best. Conversely, smallness is neither virtuous nor condemnatory.

***Lack of money is the symptom, not the cause of problems.**

It is easier to raise money for stained glass windows than for salaries. We seem to have money to do the things we want to do. True with family or church. Where Christ is known, there is enough money to do Christ's work.

***The church does not exist to provide income for employees.**

Church exists to give Glory to God, to help people to grow in Christ, and, to proclaim the Gospel. However, when the church does employ people, they must be fairly and justly compensated - whether they are janitors or priests.

***Ministry arises from community.**

The healthiest churches will have the baptized actively engaged in ministry. Few things are more disconcerting than to see the priest light the candles, read all the lessons, do the prayers of the people, and distribute communion all by himself. If this happens in the liturgy, one can be assured it will happen in other aspects of parish life.

***The presence of Christ is based on grace not works.**

Renewal comes when we look to Christ and not to ourselves. As Paul said, "I planted, Apollos watered, but Christ gives the increase" A congregation centered in Jesus, reaching out to the poor, and feeding the flock will always move from survival to stabilization, to growth, for it will be like a city set on a hill and people will come. Conversely an inward-looking congregation will decline and die.

How can we as a diocese assist congregations in the task of revitalization and redevelopment? The structure is here as are the resources. We simply need to ask God to give us direction. We have a committee for congregation revitalization and renewal. They have done a fine job in developing new ministry as seen in our three new congregations and they have done some significant work in congregation revitalization. We now need to continue giving attention to congregation revitalization. I will ask the committee to do the following, noting that some of these things are already being done:

1. develop an organizational framework for congregation revitalization which can be used as a resource by local congregations
2. define lines of communication and accountability
3. distribute resources in the form of matching grants for congregations to be equipped for revitalization
4. train and deploy consultants to be used by local congregations
5. continue to conduct workshops, such as George Martin and Susie Miller workshops, which will educate congregations
6. implement Diocesan Council policy regarding assessment reduction
7. encourage and strengthen congregations in their successes
8. provide ways to monitor this program

There are many resources at our disposal to carry out this initiative. The endowment funds from Forward in Faith as well as the Educational Fund will provide some grant monies. We have tremendously talented people in this diocese, some of whom are experienced and trained consultants. The National Church offers many programs and materials on congregation development. Our diocese is stable and on sound pastoral and financial footing. We do not have much extra, but we have enough resources to do God's work. Most important of all, I believe God is with us, calling us to be the church, the community of grace set in the midst of a violent and dying age.

As I begin my tenth year as your bishop, I do so with a sense of anticipation. We stand on the threshold of a new era in the life of the church. Ours will be the responsibility to lead this church into a new millennium; a millennium filled with uncertainty for those who place their trust in the world, the flesh and the devil; but a world of promise for those who put their trust in Christ. For as the familiar hymn says:

> My hope is based on nothing less than Jesus and his righteousness. On Christ the solid rock I stand, all other ground is sinking sand, all other ground is sinking sand.
>
> Let us lay that foundation which is Christ, and let us move with confidence as we frame in the house of the soul, that it might truly be the house of God.

Francis C. Gray
Bishop of Northern Indiana

BISHOP'S OFFICIAL ACTS - 1995

Within the Diocese

Visitations	39
Other Visits to Congregations	24
Confirmations	81
Receptions	25
Ordinations	2
Celebrate New Ministries	2
Retreats and Conferences	4
Howe Meetings and Events	8
ECW Meetings and Events	2
Funerals	1
Other Meetings	36

Special Diocesan Events

Clergy Retreat	2
Diocesan Council Meetings	3
Clergy Spouse Conference	1
Bishop's Golf Day	1
Bishop Clergy Days	3
Diocesan Ethics Training	4
Bishop's Teaching: Lent	36
Bishop's Teaching: Jesus	9

Representing the Diocese

Province V Meetings	2
Standing Comm. World Mission	2
House of Bishops	2
Committee to Nominate P.B.	2

Other Speaking Engagements

Consecrations attended	2
Speeches outside diocese	5

THE DIOCESE OF NORTHERN INDIANA, INC.
Independent Auditor's Report

Warner, Armstrong & Jones

525 West Washington Street, Suite 100
South Bend, Indiana 46601
(219) 234-1100

To The Council
Diocese of Northern Indiana of the Episcopal Church, Inc.
South Bend, Indiana

We have audited the accompanying balance sheets (cash basis) of Diocese of Northern Indiana of the Episcopal Church, Inc. as of December 31, 1994 and 1993 and the related (cash basis) statements of support and revenue, expenses and changes in fund balances for the years then ended. These financial statements are the responsibility of management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 1, these financial statements were prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. The Diocese also did not record capital assets and the related depreciation prior to January 1, 1994.

In our opinion, except for the effects of not recording capital assets and related depreciation, the financial statements of Diocese of Northern Indiana of the Episcopal Church, Inc. present fairly, in all material respects, the financial position as of December 31, 1994 and 1993, and its support, revenue, expenses, and changes in fund balances for the years then ended on the basis of accounting described in Note 1.

The additional information included on pages 10-13 has been subjected to auditing procedures applied in the audit of the basic financial statements, and in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Warner, Armstrong & Jones

June 23, 1995

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

BALANCE SHEETS
December 31, 1994 and 1993

ASSETS	-Expendable Funds - -Operating- Unrestricted	Restricted	Unexpendable Funds	1994 Total All Funds	1993 Total All Funds
Cash	$17,092	$3,833	$33,890	$54,815	$78,570
Investments (at market)		409,602	405,400	815,002	694,519
Note Receivable	43,425			43,425	46,425
Property and Equipment					
Residence for new parish	80,289			80,289	
Equipment	1,415			1,415	
Total Cost	81,704			81,704	
Accumulated depreciation	(5,014)			(5,014)	
Net Property and Equipment	76,690			76,690	
Total Assets	$137,207	$413,435	$439,290	$989,932	$819,514
LIABILITIES AND FUND BALANCES					
Note payable	$68,539			$68,539	
Fund Balances	68,668	$413,435	$439,290	921,393	$819,514
Total Liabilities and Fund Balances	$137,207	$413,435	$439,290	$989,932	$819,514

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

STATEMENTS OF SUPPORT AND REVENUE, EXPENSES AND CHANGES IN FUND BALANCES

For the years ended December 31, 1994 and 1993

	Operating Funds	Unexpendable Funds	1994 Total All Funds	1993 Total All Funds
SUPPORT AND REVENUE				
Parishes and missions	$514,517		$514,517	$489,448
Conferences and rental - Wawasee	22,520		22,520	25,334
Contributions		$459,272	459,272	78,837
Interest	22,922	17,721	40,643	35,267
Gain (loss) on sale of investments	(193)	(808)	(1,001)	756
Other activity (see page 36)	5,621		5,621	3,167
Miscellaneous	500		500	115
Late payments from parishes	11,909		11,909	6,539
Total Support and Revenue	577,796	476,185	1,053,981	639,463
EXPENSES				
Program services	157,333	3,624	160,957	141,566
General and administrative	440,420		440,420	382,942
Fund raising		297,413	297,413	57,489
Total Expenses	597,753	301,037	898,790	581,997
EXCESS OF SUPPORT AND REVENUE OVER EXPENSES BEFORE UNREALIZED GAINS (LOSSES)	(19,957)	175,148	155,191	57,466
Unrealized gains (losses)	(32,303)	(21,009)	(53,312)	6,559
EXCESS (DEFICIT) OR SUPPORT AND REVENUE OVER EXPENSES	(52,260)	154,139	101,879	64,025
Fund Balances - Beginning (as adjusted)	517,470	302,044	819,514	755,489
Fund transfers	16,893	(16,893)		
FUND BALANCES - ENDING	$482,103	$439,290	$921,393	$819,514

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

NOTES TO FINANCIAL STATEMENTS

December 31, 1994

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Purpose and Presentation

To take, administer and dispose of in accordance with the laws and constitution and canons of the Episcopal Church of United States of America, and more especially of the constitution and canons of the Diocese of Northern Indiana of the Episcopal Church, Inc., properties of all kinds, character and types, real, personal and mixed tangible and intangible for the benefit of the ecclesiastial body known as the Diocese of Northern Indiana of the Episcopal Church, Inc. The Diocese covers a geogaphical area in Northern Indiana spreading East to the Ohio border, West to the Illinois border, North to the Michigan border, and South to Marion, Indiana. The Diocese includes thirty-six parishes.

Basis of Accounting

It is the policy of the Diocese to prepare its financial statements on the basis of cash receipts and disbursements. Under this method, revenue is not recognized until it is received, and expenses incurred are not recognized until they are paid. This is a comprehensive basis of accounting other than generally accepted accounting principles.

Property and Equipment, and Depreciation

Beginning January 1, 1994, it is the policy of the Diocese to record property and equipment acquisitions as capital assets. Prior acquisitions of office equipment have been recorded as an operating expense. Depreiation is provided over the estimated useful lives of the capital assets on a straight-line basis for the past January 1, 1994 acquisitions only. Depreciation expense is $5,014 for 1994. This is a departure from generally accepted accounting principles.

Retirement Plan

The Diocese has a defined contribution retirement plan. Individual contracts with the church pension fund are purchased for all qualifying employees. To qualify for the retirement plan, an employee must be a full-time salaried employee of the Diocese. The retirement plan expense for the years ended December 31, were $17,108 - 1994 and $24,281 - 1993.

Income Tax Status

The Diocese is a tax-exempt organization under Section 501 (c) (3) of the Internal Revenue Code and under a similar state statute. Therefore, no provision has been made for income taxes in the financial statements.

Reclassifications

Certain accounts in the 1993 financial statements have been reclassified for comparative purposes in the 1994 financial statements.

Fund Accounting

To ensure observance of limitations and restrictions placed on the use of the resources available to the Diocese, the accounts are maintained in accordance with the principles of fund accounting. This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Accordingly, all financial transactions have been recorded and grouped by fund. Fund balances and Diocese activities are reported in the following groups:

Expendable Funds - are available for use at the discretion of the Council to support general and administrative operations. They include Operating funds and restricted Funds.

Restricted Expendable Funds - are restricted by the council for particular activities and/ or programs. The following are Restricted Expendable Funds:

Episcopate

An endowment fund for operations was established as required by the National Church. The interest is used for operations.

Reserve

An endowment fund established as an emergency reserve for salaries of the bishop and staff in case of any interruption of income from the congregations. The Council must approve any reduction in principal. The interest is available for general operations. An amount is budgeted each year to increase the reserve.

Venture in Mission

These funds are from a prior fund drive. The interest is available for operations.

Sabbatical

The Council has established a fund to provide for the Bishop and Canon's sabattical.

General Convention

The Council has established a fund from which to pay for the Bishop and seven other people to attend the National Convention which is held every three years.

Lambeth

The Council has established a fund from which to pay the expenses of the Bishop attending a Lambeth conference in England every ten years.

Historiographer

The Diocese has a historiographer fund from which to pay such expenses. The Diocese currently does not have a historiographer.

Revitalization and Development - R and D

Canon states that a percentage of the annual budget (5% - 1994 and 4% - 1993) should be utilized for new church plants and revitalization of current churches. Funds not spent in the current year are invested for future needs of the Revitalization and Development Committee.

Bishop's Association

This fund is utilized to help individuals and families of the Diocese. The Bishop is authorized to disburse these funds.

Wawasee

This fund is for the Wawasee Center, a retreat facility.

Bishop's Residence

This fund is for repairs and maintenance of the Bishop's residence.

Unexpendable Funds - are restricted as to use by the donor or a gift instrument and are not available for operating purposes. These include the following:

Delphi Fund

This fund is from the Delphi church (no longer in existence). The orginal donor restricted the interest for sustaining a choir. By court order, interest now is available to the Diocese for operations.

Krause Fund

The income may be used by the Bishop "for capable young men going into ministry or in the ministry." The Bishop uses the income for education expenses such as books and conferences.

Christ Church Gary Seminarian's Fund

The donor was the church in Gary, Indiana. The principal came from the funds on hand when it closed. The interest is to be divided equally to seminarians from the Gary area each year. If no seminarians from the Gary area exist, then it is to be given to other seminarians in the Diocese of Northern Indiana. Funds are disbursed as requests are made to the Bishop.

Emma Wallach Theological Fund

The dividends from NIPSCO stock that was given to the Diocese and other donations are contained in this fund that is restricted for seminarian education expenses.

Memorial Fund

This fund contains the balance of unexpended memorials.

Capital Fund

A Capital Fund Campaign commenced in September, 1993 to aid in establishing new churches, to revitalize existing congregations, to provide for continuing education for clergy and laity, outreach projects and Diocesan Endowment. Total pledges received as of December 31, 1994 and 1993 were $457,653 and $365,200, respectively.

Episcopal Community Service Fund

This is a building fund for Episcopal Community Service, a non-profit service organization founded under the auspices of Referral and Emergency Services in Gary, Indiana to serve the homeless, hungry and indigent of Northwest Indiana.

Education Fund

This fund was established by the Capital Fund Campaign for the purpose of making grants to better prepare the people of God for ministry.

Diocesan Endowment

This fund was established by the Capital Fund Campaign. Income from this fund is utilized for operations.

NOTE 2 - SUPPORT FROM PARISHES

Annually, assessments on the churches of the Northern Indiana Diocese are computed based on a three year average of income of each parish. Churches can request a hearing for relief from assessments if necessary. The Diocese received assessments of $526,426 - 1994 and $495,987 - 1993 of which $11,909 and $6,539 respectively was for assessments from the prior year. Assessments outstanding as of December 31, were $17,852 - 1994 and $13,933 - 1993.

NOTE 3 - NOTE RECEIVABLE

The note receivable is a 0% secured note dated April 6, 1989 from St. Stephen's Missionary Church, Inc. The principal payments are $250 per month or $3,000 each year. The balance due as of December 31, is $43,425 - 1994 and $46,425 - 1993.

NOTE 4 - INVESTMENTS

Investments consist of the following at December 31:

	1994		1993	
	-MARKET-	--COST--	-MARKET-	--COST--
Treasury notes	$812,531	$846,228	$692,124	$672,509
Certificate of deposits	2,471	2,471	2,395	2,395
TOTALS	**$815,002**	**$848,699**	**$694,519**	**$674,904**

Realized gains (losses) on the sale of investments are $(1,001) for 1994 and $756 for 1993. The Following table summarizes the relationship between market value and cost of the investments as of December 31, 1994:

	Market	Cost	Excess of Market Over Cost
Balance at end of year	$815,002	$848,699	$(33,697)
Balance at beginning of year	$694,519	$674,904	19,615
Decrease in unrealized appreciation			(53,312)
Realized loss for 1994			(1,001)
Total loss for 1994		$(54,313)	
Total gain for 1993			$7,315

NOTE 5 - NOTE PAYABLE

The Diocese financed the purchase of a residence for a new congregation with a 5 year, 9.5%, $70,000 mortgage. The mortgage is payable in monthly installments of $731. The balance due as of December 31, 1994 is $68,540. There is a final payment due November 1, 1999 of $50,202.

Principle payments on the long-term note are due as follows:

1995	$5,519
1996	2,909
1997	3,198
1998	3,515
1999	53,398
	$68,539

NOTE 6 - OPERATING LEASE

The Diocese leases office space from the Cathedral of St. James on a year-to-year basis. The total rent paid for the years ended December 31, 2343 $12,200 - 1994 and $9,626 - 1993. There are no future minimum lease payments for this operating lease at December 31, 1994.

NOTE 7 - INTEREST EXPENSE

The amount of interest cost incurred and paid for the year ended December 31, 1994 was $1,139 and was charged to operations.

NOTE 8 - FUND BALANCE

There were changes to the Diocese's beginning fund balance as of January 1, 1993. The majority of the changes were for funds and assets not recorded in the prior financial statements. The changes included the following:

Fund Balance originally reported	$677,961
Bishop Association Fund	8,045
Revitalization and Development Fund	17,518
Reserve Fund	8,243
Wawasee Fund	1,000
Lambeth Conference overstated	(1,119)
General Convention understated	33
Memorial Fund	1,279
Loan Receivable	49,425
General Operations	(6,896)
Fund Balance as Adjusted	**$755,489**

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
SCHEDULE OF ACTIVITY FOR RESTRICTED EXPENDABLE FUNDS
For the years ended December 31, 1994 and 1993

	Episcopate Fund	Reserve Fund	Venture Fund	General Convention	Lambeth Conference	Sabbat-icals	Histori-ographer	R & D Fund	Bishop's Assoc.	Bishop's Residence	Wawasee Fund	Total 1994	Total 1993
REVENUE													
Conference and rental											$22,520	$22,520	$25,334
Contributions													1,517
Interest	$6,400	$9,079	$1,689	$214	$115	$170	$79	$2,215	$678	$119	51	20,809	18,980
Investments gains (losses	(79)	(112)	(21)	40	(6)	(11)	(3)	(6)	(10)	16	(1)	(193)	455
Total Revenue	6,321	8,967	1,668	254	109	159	76	2,209	668	135	22,570	43,136	46,286
EXPENSES											29,718	29,718	36,030
EXCESS (DEFICIT) OF REVENUE OVER EXPENSES BEFORE UNREALIZED GAINS (LOSSES)	6,321	8,967	1,668	254	109	159	76	2,209	668	135	(7,148)	13,418	10,256
Unrealized gains (losses)	(9,836)	(13,952)	(2,597)	(568)	(298)	(250)	(118)	(3,387)	(980)	(239)	(78)	(32,303)	3,906
EXCESS (DEFICIT) OF REVENUE OVER EXPENSES	(3,515)	(4,985)	(929)	(314)	(189)	(91)	(42)	(1,178)	(312)	(104)	(7,226)	(18,885)	14,162
Fund Balances - Beginning	136,171	185,829	35,949	10,083	6,253	3,099	1,547	45,612	10,206	4,000	2,094	440,843	390,814
Transfers between funds	(6,840)	(4,234)	(1,806)	(9,769)	1,000	2,000	300	(7,000)		(4,047)	10,000	(20,396)	27,343
Transfers from other activities (see page 36)		6,652						1,100	4,121			11,873	8,524
FUND BALANCES - ENDING	$125,816	$183,262	$33,214	$ -0-	$7,064	$5,008	$1,805	$38,534	$14,015	($151)	$4,868	$413,435	$440,843

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
SCHEDULE OF ACTIVITY FOR UNEXPENDABLE FUNDS

For the years ended December 31, 1994 and 1993

	Delphi Fund	Krause Fund	Christ Church Seminarian Fund	Emma Wallach Theological Fund	Capital Fund	Memorial Fund	Education Fund	Episcopal Community Service Fund	Diocesan Endowment Fund	1994 Total	1993 Total
REVENUE											
Contributions				$1,119	$457,653			$500		$459,272	$77,320
Interest	$10,541	$973	$1,001	2,476	1,224	$40	$1,073	5	$388	17,721	14,910
Realized gains (losses)	(129)	(12)	(5)		(130)		(443)	(2)	(87)	(808)	301
Total Revenue	10,412	961	996	3,595	458,747	40	630	503	301	476,185	92,531
EXPENSES											
General expense		1,782		1,842	105,608					109,232	59,916
Contributions:											
Diocese of Northern Indiana Foundation, Inc.					161,805					161,805	
Parishes and Habitat for Humanity					30,000					30,000	
Total Expenses		1,782		1,842	297,413					301,037	59,916
EXCESS OF REVENUE OVER EXPENSES BEFORE UNREALIZED GAINS (LOSSES)	10,412	(821)	996	1,753	161,334	40	630	503	301	175,148	32,615
Unrealized gains (losses)	(16,200)	(1,440)	(663)		(1,357)		(1,065)	(5)	(279)	(21,009)	2,653
EXCESS OF REVENUE OVER EXPENSES	(5,788)	(2,261)	333	1,753	159,977	40	(435)	498	22	154,139	35,268
Fund Balances - Beginning	224,286	22,014	30,600	5,342	18,486	1,316				302,044	274,335
Transfer from (to) operating fund	(11,266)		3,000		(142,684)		100,000		34,133	(16,817)	(7,559)
Transfer from (to) other activities							(76)			(76)	
FUND BALANCES - ENDING	$207,232	$19,753	$33,933	$7,095	$35,779	$1,356	$99,489	$498	$34,155	$439,290	$302,044

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

SCHEDULES OF OTHER ACTIVITY REVENUE AND EXPENSE
For the years ended December 31, 1994 and 1993

	Expendable Operating Fund						
ACTIVITY	Balance Beginning of Year	Revenue	Expense	Net	Fund Transfers	Balance End of Year	Net 1993
Blanket Insurance		$2,230	$2,462	($232)		($232)	$31
Presiding Bishop's Fund for World Relief		60	60				
Miscellaneous							(300)
Conference	$16	534	550	(16)			(767)
Clergy's spouse conference	314		195	(195)		119	(599)
Clergy and spouse conference	449	2,350	2,316	34		483	288
Golf tournament		3,645	3,645				1,704
Christmas - employee's donation		180	180				(40)
Bliven memorial	25					25	
Wawasee donations		6,652		6,652	($6,652)		4,052
Accumulated prior interest	2,480	995	1,916	(921)		1,559	(3,019)
Bishop association	5,981	5,737	6,000	(263)	(4,000)	1,718	1,997
Prudential	185		185	(185)			
Revitalization and development		1,100		1,100	(1,100)		1,649
Bishop project	122				(122)		(1,984)
Lambeth							
Dance marathon		1,411	1,411				
Episcopal youth event							(17)
Building youth ministries		2,580	2,580				(25)
Scholarship - youth	320	90		90		410	(726)
Stewardship	50					50	50
School of faith and ministry	879	3,086	4,283	(1,197)		(318)	873
Education fund					76	76	
Deacon school		2,360	2,480	(120)		(120)	
Deacon retreat		3,080	2,980	100		100	
Christ Church, South Bend		649		649		649	
Christ Church discretionary fund		125		125		125	
TOTAL	$10,821	$36,864	$31,243	$5,621	($11,798)	$4,644	$3,167

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

STATEMENTS OF FUNCTIONAL EXPENSES

For the years ended December 3, 1994 and 1993

	Expendable Funds			Nonexpendable Funds		1994 Total	1993 Total
	Program Services	Administrative	Retreat Center	Program Services	Fund Raising	All Funds	All Funds
Assessments - national	$120,055					$120,055	$112,558
Dues	1,507					1,507	1,507
Commissions and ministries:							
Rensselaer, St. Peter's	2,000					2,000	2,600
Syracuse, All Saints	720					720	720
Ministry	1,293					1,293	823
Other ministries	938					938	1,302
Christian education	3,000					3,000	2.438
New ministries	4,526					4,526	
Stewardship	400					400	43
Presiding bishop	103					103	172
School for faith and ministry	1,929					1,929	1,979
Youth	10,834					10,834	5,422
Clergy retreat	10,028					10,028	9,575
Salaries and payroll taxes		$158,233	$6,820		$9,612	174,665	158,039
Housing		28,342				28,342	29,109
Pension, annuity and health		42,504				42,504	49,082
Other benefits		20,788	2,767			23,555	20,635
Rent		11,600			600	12,200	9,626
Utilities			6,379			6,379	8,530
Maintenance		13,224	6,242			19,466	13,537
Telephone		7,661	1,082		1,496	10,239	9,436
Depreciation expense		5,014				5,014	
Equipment							6,717
Contributions				$191,805		191,805	
Professional fees		2,200			61,941	64,141	44,475
Insurance - retired clergy		29,278				29,278	27,000
Convention and conferences		26,648				26,648	8,845
Promotions		1,529	1,889		24,983	28,401	6,211
Travel		3,033			2,143	5,176	4,374
Minimum salary		6,003				6,003	4,985
Revitalization and development		29,396				29,396	7,713
Interest expense		1,139				1,139	
Supplies		5,557	2,483		2,349	10,389	7,986
Postage		4,817			2,273	7,090	5,183
Other expense		2,235	2,056		211	4,502	3,371
Education				3,624		3,624	2,427
Insurance		2,467				2,467	4,585
The Beacon		9,034				9,034	10,992
TOTAL	$157,333	$410,702	$29,718	$195,429	$105,608	$898,790	$581,997

DIOCESE OF NORTHERN INDIANA 1995 OPERATING FUND

MONTHLY INCOME AND EXPENSE

As of September 30, 1995

	- Sep 1, 1995 to DATE -		- Jan 1, 1995 to DATE -		- YEARLY BUDGET -	
INCOME:	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
Congregational Giving						
4010.01 - Assessments - Congregations	42,937.77<	46,533.13	380,564.22<	418,798.17	177,833.29	32
4020.01 - Parish & Mission Quota 94	0.00		14,620.68		-14,620.68	
4030.01 - Miscellaneous Income	0.00		100.00		-100.00	
	42,937.77<	46,533.13	395,284.90<	418,798.17	163,112.61	29
INTEREST INCOME:						
4510.01 - Episcopate Fund	0.00<	683.33	4,903.48<	6,149.97	3,296.52	40
4520.01 - Interest in Checking	229.39	75.00	1,971.60	675.00	-1,071.60	119-
4530.01 - Reserve Fund	0.00<	891.66	8,009.20<	8,024.94	2,690.80	25
4540.01 - Delphi Income	0.00<	1,141.66	8,076.41<	10,274.94	5,623.59	41
4550.01 - VIM Income	0.00<	179.59	332.80<	1,616.31	1,822.34	85
4560.01 - Campaign Income	0.00		1,178.70		-1,178.70	
	229.39<	2,971.24	24,472.19<	26,741.16	11,182.95	31
TOTAL INCOME	**43,167.16<**	**49,504.37**	**419,757.09<**	**445,539.33**	**174,295.56**	**29**
EXPENSES:						
EXPENSE						
5010.01 - National Church Budget	10,004.58	10,004.58	90,041.22	90,041.22	30,013.78	25
5100.01 - Provincial Synod	0.00		994.56	1,300.00	305.44	23
5200.01 - Indiana Council of Churches	0.00	125.00	125.00	375.00	375.00	75
5310.01 - General Convention Reserve	0.00		0.00	4,000.00	6,000.00	100
5320.01 - Lambeth Conference	0.00	83.33	0.00	749.97	1,000.00	100
	10,004.58	10,212.91	91,160.78	96,466.19	37,694.22	29
COMMITMENT TO PROGRAM						
6020.01 - Rensselaer, St. Peter's	0.00	133.33	1,199.97	1,199.97	400.03	25
6150.01 - Comm. on Christian Formation	0.00	125.00	251.26	1,125.00	1,248.74	83

6152.01 - Task Force on Catechumenal Pr.	0.00	125.00	317.57	1,125.00	1,182.43	79
6154.01 - Catechesis Training	0.00	83.33	800.00>	749.97	200.00	20
6155.01 - Episcopal Comm. Services	0.00	33.33	0.00	299.97	400.00	100
6210.01 - The Beacon	164.66	944.50	6,977.16	8,500.50	4,356.84	38
6230.01 - Stewardship	0.00	33.33	-4.19	299.97	404.19	101
6260.01 - Presiding Bishop's Fund Ex.	0.00	20.83	0.00	187.47	250.00	100
6300.01 - Commission on Ministry	-521.00	141.66	268.57	1,274.94	1,431.43	84
6305.01 - Committee on Ethics	0.00	145.83	2,433.72>	1,312.47	-683.72	39-
6310.01 - Commission on Liturgy	0.00	12.50	49.41	112.50	100.59	67
6320.01 - Aids Ministry	350.24>	54.16	350.24	487.44	299.76	46
6340.01 - Recovery Ministries	0.00	41.66	500.00>	374.94	0.00	0
6350.01 - Ecumenical Commission	0.00	66.66	400.00	599.94	400.00	50
6360.01 - Refugee Ministry	0.00	8.33	0.00	74.97	100.00	100
6370.01 - Ministry to Aging Commission	0.00	20.83	150.00	187.47	100.00	40
6375.01 - New Ministries	0.00	380.79	5,129.12>	3,427.11	-559.62	12-
6380.01 - School for Faith and Ministry	126.63	166.66	1,835.60>	1,499.94	164.40	8
6382.01 - Deacon School	0.00	125.00	1,413.80>	1,125.00	86.20	6
6385.01 - Retired Bishop's Travel	0.00	83.33	1,000.00>	749.97	0.00	0
6387.01 - Outreach	0.00	83.33	300.00	749.97	700.00	70
6400.01 - Clergy Retreat & Conference	200.00	708.33	2,505.25	6,374.97	5,994.75	71
6410.01 - Wawasee Director	0.00	1,250.00	2,500.00	3,750.00	2,500.00	50
6420.01 - Wawasee Maintenance	0.00	1,250.00	2,500.00	3,750.00	2,500.00	50
6430.01 - Wawasee Committee	0.00	16.66	0.00	149.94	200.00	100
	320.53	6,054.38	30,877.48	39,489.42	21,776.02	41
YOUTH						
6620.01 - Diocesan Youth Council	212.22>	179.16	753.03	1,612.44	1,396.97	65
6630.01 - Camps and Conferences	16,703.35>	252.50	6,984.58>	2,272.50	-3,954.58	131-
6640.01 - Children's Choir Retreat	0.00	16.66	0.00	149.94	200.00	100
6650.01 - Renewal Ministries	0.00	20.83	-363.53	187.47	613.53	245
	16,915.57>	469.15	7,374.08>	4,222.35	-1,744.08	31-
TOTAL COMMITMENT TO PROGRAM	**17,236.10>**	**6,523.53**	**38,251.56**	**43,711.77**	**20,031.94**	**34**

DIOCESE OF NORTHERN INDIANA 1995 OPERATING FUND
MONTHLY INCOME AND EXPENSE (CONTINUED)
As of September 30, 1995

	Sep 1, 1995 to DATE -		- Jan 1, 1995 to DATE -		- YEARLY BUDGET -	
COMMITMENT TO PERSONNEL	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
Bishop						
7010.01 - Salary & FICA	4,654.57	4,804.57	43,091.13	43,241.13	14,563.80	25
7020.01 - Residence	559.43	666.66	5,811.11	5,999.94	2,188.89	27
7030.01 - Property Insurance	0.00	35.08	463.00>	315.72	-42.00	10-
7050.01 - Pension	0.00		6,504.92	11,425.95	8,729.72	57
7060.01 - Annuity	0.00	233.33	0.00	2,099.97	2,800.00	100
7070.01 - Health and Life Insurance	0.00		5,656.50	6,345.00	2,803.50	33
	5,214.00	5,739.64	61,526.66	69,427.71	31,043.91	34
CANON TO THE ORDINARY						
7110.01 - Salary and FICA	2,153.72	2,153.72	19,383.48	19,383.48	6,461.19	25
7120.01 - Housing Allowance	1,725.00	1,725.00	15,525.00	15,525.00	5,175.00	25
7140.01 - Auto	59.11	150.00	905.47	1,350.00	894.53	50
7150.01 - Pension	0.00		3,141.77	6,283.53	5,236.27	62
7160.01 - Continuing Education	0.00	83.33	862.28>	749.97	137.72	14
7170.01 - Health and Life Insurance	0.00		5,656.50	6,345.00	2,803.50	33
	3,937.83	4,112.05	45,474.50	49,636.98	20,708.21	31
CHRISTIAN ED. CONSULTANT						
7210.01 - Salary and FICA	0.00		5,612.16	6,547.60	935.44	14
7250.01 - Pension	0.00		252.56	1,178.57	926.01	79
	0.00		5,864.72	7,726.17	1,861.45	24
YOUTH MINISTRY						
7310.01 - Salary	1,798.25>	1,520.83	13,193.00	13,687.47	5,057.00	28
7320.01 - FICA	76.50	116.34	688.50	1,047.06	707.63	51
7340.01 - Auto	0.00	100.00	217.68	900.00	982.32	82
7350.01 - Pension	0.00		0.00	1,231.83	1,642.50	100
7370.01 - Health Insurance	0.00		0.00	1,499.94	2,000.00	100
	1,874.75>	1,737.17	14,099.18	18,366.30	10,389.45	42

SECRETARY TO THE BISHOP						
7410.01 - Salary	1,844.74	1,844.74	16,602.66	16,602.66	5,534.45	25
7420.01 - FICA	141.12	141.12	1,270.08	1,270.08	423.41	25
7470.01 - Health and Pension Benefit	0.00		0.00		2,000.00	100
	1,985.86	1,985.86	17,872.74	17,872.74	7,957.86	31
SECRETARY						
7510.01 - Salary	376.95	623.13	4,634.54	5,608.17	2,843.06	38
7520.01 - FICA	28.84	47.67	354.54	429.03	217.50	38
	405.79	670.80	4,989.08	6,037.20	3,060.56	38
TREASURER						
7610.01 - Salary	1,048.54	1,048.54	9,436.86	9,436.86	3,145.71	25
7620.01 - FICA	80.20>	76.38	721.80>	687.42	194.87	21
7670.01 - Health and Pension Benefit	0.00	125.00	225.84	1,125.00	1,274.16	85
	1,128.74	1,249.92	10,384.50	11,249.28	4,614.74	31
TOTAL COMMITMENT TO PERSONNEL	14,546.97	15,495.44	160,211.38	180,316.38	79,636.18	33
COMMITMENT TO ADMINISTRATION						
8010.01 - Office Utilization	979.16	979.16	8,749.95	8,812.44	3,000.05	26
8020.01 - Maintenance	170.38	283.33	2,462.79	2,549.97	937.21	28
8030.01 - Telephone	720.71>	666.66	5,587.93	5,999.94	2,412.07	30
8040.01 - Postage	341.58	533.33	3,408.02	4,799.97	2,991.98	47
8050.01 - Equipment	1,456.03>	478.33	2,864.91	4,304.97	2,875.09	50
8055.01 - Bishop's Auto and Expense	724.77	1,500.00	14,419.27>	13,500.00	3,580.73	20
8060.01 - Supplies	476.79	484.16	4,790.44>	4,357.44	1,019.56	18
8070.01 - Hospitality	152.18>	125.00	1,149.64>	1,125.00	350.36	23
8080.01 - Insurance & Miscellaneous	0.00	200.00	1,751.80	1,800.00	648.20	27
8090.01 - Staff Travel	0.00	291.66	3,500.00>	2,624.94	0.00	0
8100.01 - Bishop's House Depreciation	0.00	250.00	1,000.00	2,250.00	2,000.00	67
8200.01 - Audit	2,600.00>	183.33	2,600.00>	1,649.97	-400.00	18-
8210.01 - Chancellor	0.00	8.33	0.00	74.97	100.00	100

DIOCESE OF NORTHERN INDIANA 1995 OPERATING FUND
MONTHLY INCOME AND EXPENSE (CONTINUED)
As of September 30, 1995

	Sep 1, 1995 to DATE -		- Jan 1, 1995 to DATE -		- YEARLY BUDGET -	
COMMITMENT TO ADMINISTRATION	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
8213.01 - Archdeacon Travel	0.00	41.66	1,071.37>	374.94	-571.37	114-
8230.01 - Standing Committee	53.93>	16.66	287.34>	149.94	-87.34	44-
8300.01 - Minimum Salary Fund	0.00	250.00	1,000.00	2,250.00	2,000.00	67
8310.01 - Clergy Deployment	1,000.00>	83.33	1,000.00>	749.97	0.00	0
8320.01 - Conferences	225.00>	166.66	2,093.07>	1,499.94	-93.07	5-
8330.01 - Bishop's Sabbatical	0.00	83.33	0.00	749.97	1,000.00	100
8340.01 - Canon's Sabbatical	0.00	83.33	0.00	749.97	1,000.00	100
8350.01 - Cathedral Receptionist	516.72>	279.89	3,174.76>	2,519.01	183.92	5
8400.01 - Insurance Ret. Clergy & Widows	0.00		29,388.00>	26,981.19	6,587.00	18
8500.01 - Reserve Fund Contributions	0.00	287.98	0.00	2,591.82	3,455.84	100
8550.01 Revitalization & Development	7,400.08>	2,993.00	74,346.92>	26,937.00	-38,430.82	107-
8551.01 - Income Society R& D Account	0.00		-30,00.00		30,000.00	
8600.01 - Contingencies & Emergencies	0.00	148.41	0.00	1,335.69	1,780.97	100
	16,817.33>	10,417.54	134,646.21>	120,739.05	26,340.38	16
CONVENTION EXPENSE						
8700.01 - Diocesan Convention	625.62>	225.00	1,184.47	2,025.00	1,515.53	56
8710.01 - Secretary to Convention	220.00	220.00	660.00	660.00	220.00	25
8730.01 - Journals	1,563.70>	183.33	1,563.70	1,649.97	636.30	29
8740.01 - Historiographer	0.00	25.00	0.00	225.00	300.00	100
	2,409.32>	653.33	3,408.17	4,559.97	2,671.83	44
COMMITMENT TO ADMINISTRATION	19,226.65>	11,070.87	138,054.38>	125,299.02	29,012.21	17
FUND TRANSFERS						
9010.01 - Transfer In	-1,240.84		-77,913.69		77,913.69	
9011.01 - Transfer Out	2,743.79		72,416.64		-72,416.64	
9060.01 - Wawasee Director	833.32		9,002.04		-9,002.04	
9061.01 - Income Wawasee Director	0.00		-6,335.40		6,335.40	

9062.01 - Maintenance Position Wawasee	0.00	2,441.00	-2,441.00
9063.01 - Income Maintenance Wawasee	0.00	-2,247.72	2,247.72
9065.01 - Cleaning Position Wawasee	432.00	3,735.00	-3,735.00
9069.01 - FICA Cleaning Position Wawasee	33.04	285.75	-285.75
9070.01 - FICA Wawasee Director	44.62	241.50	-241.50
9071.01 - Income Wawasee FICA	0.00	-152.26	152.26
9072.01 - FICA Maintenance Position Wawasee	0.00	78.04	-78.04
9073.01 - Income Cleaning Position Wawasee	0.00	-3,032.53	3,032.53
9074.01 - Income FICA Maintenance Wawasee	0.00	-14.57	14.57
9110.01 - CC Receipts St. Stephens	0.00	0.00	0.00
9111.01 - Income Passbook Society	0.00	0.00	0.00
9112.01 - CC Interest Society - Income	0.00	0.00	0.00
9115.01 - Episcopate Income/gain	0.00	0.00	0.00
9117.01 - Reserve A&B Income/gain	0.00	0.00	0.00
9119.01 - Delphi Income/gain	0.00	0.00	0.00
9121.01 - VIM Income/gain	0.00	0.00	0.00
9123.01 - Krause (IncomeFd) income/gain	0.00	0.00	0.00
9125.01 - Krause (St. Fed.) Income	0.00	0.00	0.00
9127.01 - CC (Income Fund) Income	0.00	0.00	0.00
9129.01 - Wallach Income	0.00	0.00	0.00
9131.01 - Gen. Conv. Income	0.00	0.00	0.00
9132.01 - Gen. Conv. Interest	0.00	0.00	0.00
9134.01 - Lambeth Income PB	0.00	0.00	0.00
9135.01 - Lambeth Interest PB	0.00	0.00	0.00
9136.01 - Lambeth Income Soc.	0.00	0.00	0.00
9137.01 - Lambeth Interest Soc.	0.00	0.00	0.00
9138.01 - Sabbatical Income	0.00	0.00	0.00
9139.01 - Sabbatical Interest Income	0.00	0.00	0.00
9140.01 - R&D Income	0.00	0.00	0.00
9141.01 - R&D Interest	0.00	0.00	0.00
9150.01 - Historiographer gain	0.00	0.00	0.00
9200.01 - Overage 94	0.00	0.00	0.00
9210.01 - CC Disbursements	0.00	0.00	0.00
9215.01 - Episcopate Disbursements/loss	0.00	0.00	0.00
9217.01 - Reserve A&B Disbursement/loss	0.00	0.00	0.00
9219.01 - Delphi Disbursements/loss	0.00	0.00	0.00

DIOCESE OF NORTHERN INDIANA 1995 OPERATING FUND
MONTHLY INCOME AND EXPENSE (CONTINUED)
As of September 30, 1995

	Sep 1, 1995 to DATE -		- Jan 1, 1995 to DATE -		- YEARLY BUDGET -	
FUND TRANSFERS (Cont.)	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
9221.01 - VIM Disbursements/loss	0.00		0.00		0.00	
9223.01 - Krause (Income Fd) Disb./loss	0.00		0.00		0.00	
9225.01 - Krause (St. Fed) Disb.	0.00		0.00		0.00	
9927.01 - CC (Income Fund) Disb.	0.00		0.00		0.00	
9229.01 - Wallach Disbursements	0.00		0.00		0.00	
9234.01 - Lambeth DIsb./Loss	0.00		0.00		0.00	
9238.01 - Sabbatical Disbursements	0.00		0.00		0.00	
9240.01 - R&D Disbursements	0.00		0.00		0.00	
9250.01 - Historiographer Disb./Loss	0.00		0.00		0.00	
	2,845.93		-1,496.20		1,496.20	
URBAN MINISTRY						
9300.01 - Urban Ministry Income	0.00		0.00		0.00	
9310.01 - Lynn Salary	0.00		302.19		-302.19	
	0.00		302.19		-302.19	
CAMPAIGN DRIVE						
9401.01 - Counsel Sec. Salary	256.50		1,363.50		-1,363.50	
9402.01 - Counsel Sec. FICA	19.62		104.32		-104.32	
9410.01 - Professional fees Holliman	0.00		0.00		0.00	
9417.01 - Office Supplies	0.00		110.02		-110.02	
9430.01 - Telephone	0.00		0.00		0.00	
9440.01 - Postage	0.00		111.67		-111.67	
9475.01 - Income Pledges	-7,456.10		-137,261.82		137,261.82	
9476.01 - Disbursement Pledges Income	0.00		90,000.00		-90,000.00	
9477.01 - St. Philip & St. James Disb.	0.00		25,000.00		-25,000.00	
9479.01 - Angola, Holy Family Disbursement	0.00		0.00		0.00	
9480.01 - New Congregation Disb.	0.00		-29,997.00		29,997.00	
	-7,179.98		-50,569.31		50,569.31	

TOTAL FUND TRANSFERS	-4,334.05	-51,763.32	51,763.32
Department 1 BEGINNING BALANCE	807,334.16	749,978.76	
TOTAL INCOME	43,167.16	419,757.09	
TOTAL EXPENSES	56,680.25	375,914.78	
INCOME - EXPENSES	-13,513.09	43,842.31	
ENDING BALANCE	**793,821.07**	**793,821.07**	

DIOCESE OF NORTHERN INDIANA

September 30, 1995

	Assessment	Adjusted	Due Monthly	Due 9-31-95	Paid	Past Due	Overpayment
Angola, Holy Family	7,113.32		592.78	5,335.02	5,334.94	0.08	
Berne, St. George	2,108.22		175.69	1,581.21	1,584.00		2.79
Bristol, St. John's	13,672.33		1,139.36	10,254.24	9,120.00	1,134.24	
Chesterton, St. Francis'	4,811.55		400.96	3,608.64	3,207.68	400.96	
Crown Pt. St. Christopher's	4,549.16	4,549.16	379.09	3,411.81	1,516.38	1,895.43	OK per council
Culver, St. Elizabeth's	2,753.98		229.50	2,065.50	1,269.00	796.50	
East Chicago, Good Shepherd	2,257.69		188.14	1,693.26	1,693.26		
Elkhart, St. David's	15,243.35		1,270.28	11,432.52	7,621.68	3,810.84	
Elkhart, St. John's	46,967.47		3,913.96	35,225.64	31,311.53	3,914.11	
Fort Wayne, St. Alban's	17,765.49		1,480.46	13,324.14	7,402.30	5,921.84	
Fort Wayne, St. Philip & St. James	14,852.98		1,237.75	11,139.75	8,664.25	2,475.50	
Fort Wayne, Trinity	70,988.34		5,915.69	53,241.21	47,325.52	5,915.69	
Gary, St. Augustine's	14,237.33		1,186.44	10,677.96	10,676.02	1.94	
Gary, St. Barnabas'	6,508.59		542.38	4,881.42	4,881.42		
Gas City, St. Paul's	5,740.15		478.35	4,305.15	4,305.15		
Goshen, St. James	6,844.86	6,844.87	570.41	5,133.69	6,300.00		1,166.31
Griffith, St. Timothy's	10,755.48		896.29	8,066.61	4,481.45	3,585.16	
Hobart, St. Stephen's	7,200.00	2,339.14	600.00	5,400.00	5,400.00		
Howe, St. Mark's	4,578.95		381.58	3,434.22	3,434.22		
Huntington, Christ the King	8,395.14		699.59	6,296.31	6,296.37		0.06
Kokomo, St. Andrew's	28,383.88		2,365.32	21,287.88	21,287.88		
LaPorte, St. Paul's	26,500.11		2,208.34	19,875.06	17,666.72	2,208.34	
Logansport, Trinity	11,901.74		991.81	8,926.29	8,926.29		
Marion, Gethsemane	15,440.38		1,286.70	11,580.30	11,580.30		
Michigan City, St. Andrew's	13,642.63		1,136.89	10,232.01	10,232.01		
Michigan City, Trinity	25,040.75		2,086.73	18,780.57	18,780.57		
Mishawaka, St. Paul's	10,078.90		839.91	7,559.19	7,559.19		
Munster, St. Paul's	19,741.06		1,645.09	14,805.81	13,160.65	1,645.16	
Plymouth, St. Thomas	16,942.70		1,411.89	12,707.01	11,295.16	1,411.85	
Rensselaer, St. Peter's	1,938.55		161.55	1,453.95	1,453.95		
South Bend, Cathedral	35,675.28		2,972.94	26,756.46	26,756.46		

South Bend, Holy Trinity	7,643.03	636.92	5,732.28	4,456.52	1,275.76	
South Bend, St. Michael's	27,574.94	2,297.91	20,681.19	20,681.21		0.02
Syracuse, All Saints'	4,306.94	358.91	3,230.19	2,512.37	717.82	
Valparaiso, St. Andrew's	18,739.71	1,561.64	14,054.76	14,054.76		
Warsaw, St. Anne's	27,502.53	2,291.88	20,626.92	18,335.01	2,291.91	
TOTAL	**558,397.51**	**46,533.13**	**418,798.17**	**380,564.22**	**39,403.13**	**1,169.18**

THE DIOCESE OF NORTHERN INDIANA, INC.
Payments made on 1994 Assessments
1-1-95 to 9-30-95

PARISH LOCATION	AMOUNT
Elkhart, St. John's	$3,743.57
Fort Wayne, St. Albans	1,408.70
Fort Wayne, St. Philip & St. James'	1,162.53
Griffith, St. Timothy's	1,832.34
Munster, St. Paul's	3,212.52
South Bend, Holy Trinity	1,227.03
Warsaw, St. Anne's	2,033.99
TOTAL	**$14,620.68**

DIOCESE OF NORTHERN INDIANA
1996 PROPOSED BUDGET
REVISED OCTOBER 7, 1995

	Year to Date 5-31	1995 Budget	1994 Y-End	1996 Proposed	Changes	Requests
INCOME:						
Assessments from Congregations	202,654.70	558,397.51	514,516.52	594,579.60	36,182.09	
Reduction in Assessments				-5,747.21	-5,747.21	
Episcopate Fund	3,052.79	8,200.00	6,840.03	7,874.00	-326.00	
Interest on Checking Account	817.60	900.00	2,112.79	900.00	0.00	
Reserve Fund	4,827.64	10,700.00	9,370.03	11,855.00	1,155.00	
Delphi Income	5,028.18	13,700.00	11,266.09	12,700.00	-1,000.00	
Miscellaneous Income	100.00		0.02		0.00	
Campaign Income	673.98		203.33	1,200.00	1,200.00	
VIM Income	332.80	2,155.14	1,805.70		-2,155.14	
TOTAL	**217,487.69**	**594,052.65**	**546,114.51**	**623,361.39**	**29,308.74**	
EXPENSE:						
THE CHURCH BEYOND THE DIOCESE:						
National Church Budget	50,022.90	120,055.00	112,000.00	123,657.00	3,602.00	123,657.00
General Convention Expense Budget			8,055.00		0.00	
Provincial Synod	994.56	1,300.00	1,006.80	1,100.00	-200.00	
Indiana Council of Churches	125.00	500.00	500.00		-500.00	
General Convention Reserve	0.00	6,000.00	5,740.00	6,000.00	0.00	
Lambeth Conference	0.00	1,000.00	1,000.00	1,000.00	0.00	
TOTAL EXPENSE	**51,142.46**	**128,855.00**	**128,301.80**	**131,757.00**	**2,902.00**	
COMMITMENT TO PERSONNEL:						
Bishop:						
Salary	24,022.85	53,557.76	52,149.72	55,664.49	2,106.73	
Residence	3,323.87	8,000.00	7,211.24	8,000.00	0.00	
Property Insurance		421.00	431.00	431.00	10.00	
Pension	1,768.31	15,234.64	8,619.86	16,028.44	793.80	
Annuity	0.00	2,800.00	2,800.00	2,800.00	0.00	

Health and Life Insurance	3,771.00	8,460.00	7,050.00	8,974.00	514.00
FICA		4,097.17	3,989.45	4,258.33	161.16
TOTAL	**32,886.03**	**92,570.57**	**82,251.27**	**96,156.26**	**3,585.69**
Canon to the Ordinary:					
Salary	10,768.60	23,275.45	22,119.32	34,592.16	11,316.71
Housing Allowance	8,625.00	20,700.00	20,700.00	10,702.54	-9,997.46
Auto	469.40	1,800.00	1,789.61	1,800.00	0.00
Pension	1,047.26	8,378.04	5,098.64	8,634.33	256.29
Health and Life Insurance	3,771.00	8,460.00	7,050.00	8,974.00	514.00
FICA		2,569.22	2,501.68	2,673.84	104.62
Continuing Education	362.28	1,000.00	327.12	1,000.00	0.00
TOTAL	**25,043.54**	**66,182.71**	**59,586.37**	**68,376.87**	**2,194.16**
Director, School Faith & Ministry					
Salary	4,676.80	6,082.30	10,152.63	6,000.00	-82.30
Pension	252.56	1,178.57	1,229.56	1,080.00	-98.57
FICA		465.30	776.68	459.00	-6.30
TOTAL	**4,929.36**	**7,726.17**	**12,158.87**	**7,539.00**	**-187.17**
Youth Ministry Director:					
Salary	5,000.00	18,250.00	18,180.18	12,360.00	-5,890.00
Health and Insurance		2,000.00	4,995.00	0.00	-2,000.00
Pension		1,642.50	920.94	1,112.40	-530.10
Auto	199.20	1,200.00	1,080.00	1,200.00	0.00
FICA	382.50	1,396.13	1,483.57	945.54	-450.59
TOTAL	**5,581.70**	**24,488.63**	**26,659.69**	**15,617.94**	**-8,870.69**
Secretary to the Bishop:					
Salary	9,223.70	22,137.11	21,555.12	22,801.22	664.11
Health & Pension Benefit	0.00	2,000.00	1,648.80	2,052.10	52.10
FICA	705.60	1,693.49	2,000.00	1,744.29	50.80
TOTAL	**9,929.30**	**25,830.60**	**25,203.92**	**26,597.61**	**767.01**

Assistant Secretary:						
Salary	2,344.27	7,477.60	5,716.59	7,696.00	218.40	
FICA	179.35	572.04	398.29	588.74	16.70	
TOTAL	**2,523.62**	**8,049.64**	**6,114.88**	**8,284.74**	**235.10**	
Treasurer of the Diocese:						
Salary	5,242.70	12,582.57	11,667.55	13,460.04	877.47	
FICA	401.00	916.67	892.56	1,029.69	113.02	
Health & Pension Benefit	225.84	1,500.00	1,500.00	1,500.00	0.00	
TOTAL	**5,869.54**	**14,999.2**	**14,060.11**	**15,989.73**	**990.49**	
TOTAL FOR PERSONNEL:	**86,763.09**	**239,847.56**	**226,035.11**	**238,562.15**	**-1,285.41**	
COMMITMENT TO PROGRAM:						
Commission on Christian Formation	251.26	1,500.00	3,000.00	1,500.00	0.00	
Task Force on the Catechumenal Pro	317.57	1,500.00		1,500.00		
Catechesis Training	800.00	1,000.00		1,000.00		
Episcopal Community Services	0.00	400.00		400.00		
Ministry to Retired Clergy & Families				600.00		600.00
Cursillo						50.00
The Beacon	3,675.44	11,334.00	9,033.68	11,334.00	0.00	
Retired Bishop Travel	750.00	1,000.00	1,000.00	1,000.00	0.00	
Outreach	0.00	1,000.00	0.00	1,000.00		
Stewardship	-4.19	400.00	400.00	1,025.00	625.00	1,025.00
Presiding Bishop's Fund Ex.	0.00	250.00	102.95	250.00	0.00	
Commission on Ministry	1,139.57	1,700.00	1,292.65	1,700.00	0.00	
Committee on Ethics & Ministry	1,609.62	1,750.00		1,850.00	250.00	2,000.00
Commission on Theology & Liturgy	49.41	150.00	54.60	1,500.00	1,350.00	
Aids Ministry	0.00	650.00	556.82	650.00	0.00	
Recovery Ministries	0.00	500.00	0.00	500.00	0.00	500.00
Ecumenical Commission	200.00	800.00	0.00	200.00	-600.00	
Refugee Ministry	0.00	100.00	0.00		-100.00	
Ministry to Aging Commission	150.00	250.00	150.00	150.00	-100.00	
Deacon School	1,413.80	1,500.00			-1,500.00	
School for Faith & Ministry	1,657.35	2,000.00	1,929.31	4,000.00	2,000.00	4,000.00
Clergy Retreat and Conferences	2,067.35	8,500.00	9,028.22	9,000.00	500.00	9,000.00

Wawasee Director	1,250.00	5,000.00	5,000.00	5,000.00	0.00	
Wawasee Maintenance	1,250.00	5,000.00	5,000.00	5,000.00	0.00	
Wawasee Committee	0.00	200.00	176.34	200.00	0.00	
Diocesan Youth Council	445.02	2,150.00	2,560.37	2,150.00	0.00	
Camps and Conferences	-1,066.66	3,030.00	8,172.08	3,030.00	0.00	
Children's Choir retreat	0.00	200.00	0.00		-200.00	
New Beg. & Happening	-363.53	250.00	102.25	250.00	0.00	
TOTAL FOR PROGRAM	**15,592.01**	**52,114.00**	**47,559.27**	**54,789.00**	**2,675.00**	
COMMITMENT TO ADMINISTRATION:						
Office Utilization	4,895.80	11,750.00	11,000.00	12,550.00	800.00	12,550.00
Maintenance	1,556.86	3,400.00	3,210.61	3,400.00	0.00	
Telephone	2,899.99	8,000.00	7,660.95	8,500.00	500.00	500.00
Postage	1,964.08	6,400.00	4,816.94	6,400.00	0.00	
Equipment	935.88	5,740.00	4,481.73	5,740.00	0.00	
Supplies	3,173.08	5,810.00	5,656.50	5,910.00	100.00	100.00
Bishop's Auto and Expense	8,360.88	18,000.00	17,750.49	18,000.00	0.00	
Hospitality	764.98	1,500.00	1,528.70	1,500.00	0.00	
Insurance	657.80	2,400.00	2,867.24	2,800.00	400.00	
Staff Travel	3,042.21	3,500.00	3,033.29	3,500.00	0.00	
Bishop's House Depreciation	1,000.00	3,000.00	3,000.00	3,000.00	0.00	
Audit	0.00	2,200.00	2,200.00	2,500.00	300.00	
Chancellor	0.00	100.00	0.00	100.00	0.00	
Archdeacon Travel	386.25	500.00		1,000.00		1,000.00
Standing Committee	113.00	200.00	31.73	200.00	0.00	
Minimum Salary Fund	800.00	3,000.00	6,003.05	6,000.00	3,000.00	
Clergy Deployment	0.00	1,000.00	0.00	1,000.00	0.00	
Conferences	850.00	2,000.00	1,985.73	2,000.00	0.00	
Bishop's Sabbatical	0.00	1,000.00	1,000.00	1,000.00	0.00	
Canon's Sabbatical	0.00	1,000.00	1,000.00	1,000.00	0.00	
Cathedral Receptionist	1,967.73	3,358.68	2,204.14	3,459.44	100.76	
Insurance Ret. Clergy & Widows	19,572.00	35,975.00	29,278.00	41,975.00	6,000.00	
Reserve Fund Contributions	0.00	3,455.84	1,485.47	10,000.00	6,544.16	
Contingencies & Emergencies	0.00	1,780.97	0.00	1,234.01		
Diocesan Convention	0.00	2,700.00	4,598.27	2,700.00	0.00	

Secretary to Convention	220.00	880.00	880.00	880.00	0.00	
Journals	0.00	2,200.00	2,188.52	2,200.00	0.00	
Historiographer	0.00	300.00	300.00	300.00	0.00	
TOTAL FOR ADMINISTRATION:	**53,160.54**	**131,150.49**	**118,161.36**	**148,848.45**	**17,697.96**	
COMMITMENT TO MISSION & NEW CONGREGATIONS:						
Revitalization & Development Comm.	39,355.86	35,916.10	28,401.15	43,635.29	7,719.19	
New Ministries	5,129.12	4,569.50	4,525.70	4,569.50	0.00	
Rensselaer, St. Peter's	666.65	1,600.00	2,000.00	1,200.00	-400.00	1,200.00
Syracuse, All Saints'	0.00		720.00	0.00	0.00	
TOTAL MISSION & CONGREGATIONS	**45,151.63**	**42,085.60**	**35,646.85**	**49,404.79**	**7,319.19**	
CHURCH BEYOND THE DIOCESE	**51,142.46**	**128,855.00**	**128,301.80**	**131,757.00**	**2,902.00**	
PERSONNEL	**86,763.09**	**239,847.56**	**226,035.11**	**238,562.15**	**-1,285.41**	
PROGRAM	**15,592.01**	**52,114.00**	**47,559.27**	**54,789.00**	**2,675.00**	
ADMINISTRATION	**53,160.54**	**131,150.49**	**118,161.36**	**148,848.45**	**17,697.96**	
MISSION & NEW CONGREGATIONS	**45,151.63**	**42,085.60**	**36,646.85**	**49,404.79**	**7,319.19**	
TOTAL EXPENSES	**251,809.73**	**594,052.65**	**555,704.39**	**623,361.39**	**29,308.74**	
INCOME	**232,108.37**	**594,052.65**	**558,023.35**	**623,361.39**	**29,308.74**	

1996 ASSESSMENT TABLE
10-7-95

	1992	1993	1994	Total 3 Year	Average	1996 .17999	Reduction Given By Council
Angola, Holy Family	35,965.71	40,927.77	40,927.77	117,821.25	39,273.75	7,068.88	
Berne, St. George	11,252.00	12,688.00	7,516.00	31,456.00	10,485.33	1,887.26	
Bristol, St. John's	70,936.18	91,116.04	100,269.01	262,321.23	87,440.41	15,738.40	

Chesterton, St. Francis'	25,923.00	27,728.00	25,825.00	79,476.00	26,492.00	4,768.30	
Crown Point, St. Christopher's	45,911.00	49,755.00	56,395.41	152,061.41	50,687.14	9,123.18	
Culver, St. Elizabeth's	16,029.76	17,872.53	16,509.07	50,411.36	16,803.79	1,692.00	1,332.51
East Chicago, Good Shepherd	12,580.00	11,440.50	11,759.00	35,779.50	11,926.50	2,146.65	
Elkhart, St. David's	83,351.00	91,325.00	84,125.00	260,801.00	86,933.67	15,647.19	
Elkhart, St. John's	264,608.69	274,110.10	282,400.08	821,118.87	273,706.29	49,264.40	
Fort Wayne, St. Alban's	104,358.00	99,468.00	96,999.00	300,825.00	100,275.00	18,048.50	
Fort Wayne, St. Philip & St. James	89,556.00	84,353.39	96,731.30	270,640.69	90,213.56	16,237.54	
Fort Wayne, Trinity	401,844.14	412,645.63	425,496.24	1,239,986.01	413,328.67	74,395.03	
Gary, St. Augustine's	80,121.00	81,377.00	84,139.00	245,637.00	81,879.00	14,737.40	
Gary, St. Barnabas'	38,309.39	35,698.00	34,604.57	108,611.96	36,203.99	6,516.36	
Gas City, St. Paul's	31,560.52	31,344.38	35,454.51	98,359.41	32,786.47	5,901.24	
Goshen, St. James'	76,274.00	74,498.17	66,994.59	217,766.76	72,588.92	9,145.00	3,920.28
Griffith, St. Timothy's	52,911.00	63,105.07	68,724.33	184,740.40	61,580.13	11,083.81	
Hobart, St. Stephen's	56,178.48	45,386.32	42,294.77	143,859.57	47,953.19	8,631.09	
Howe, St. Mark's	20,522.00	28,300.00	25,992.00	74,814.00	24,938.00	4,488.59	
Huntington, Christ the King	48,588.90	46,764.55	56,181.76	151,535.21	50,511.74	9,091.61	
Kokomo, St. Andrew's	155,834.00	180,590.96	196,387.00	532,811.96	177,603.99	31,966.94	
LaPorte, St. Paul's	145,574.00	139,101.00	138,145.00	422,820.00	140,940.00	25,367.79	
Logansport, Trinity	65,497.92	61,332.25	60,670.00	187,500.17	62,500.06	11,249.39	
Marion, Gethsemane	94,917.00	85,274.00	94,207.00	274,398.00	91,466.00	16,462.97	
Michigan City, St. Andrew's	78,114.00	82,746.00	73,512.00	234,372.00	78,124.00	14,061.54	
Michigan City, Trinity	152,551.00	128,168.00	137,058.92	417,777.92	139,259.31	25,065.28	
Mishawaka, St. Paul's	54,817.00	59,884.00	59,314.00	174,015.00	58,005.00	10,440.32	
Munster, St. Paul's	111,411.65	112,771.24	108,072.00	332,254.89	110,751.63	19,934.19	
Plymouth, St. Thomas	92,962.75	106,501.05	107,269.72	306,733.52	102,244.51	18,402.99	
Rensselaer, St. Peter's	10,520.00	9,994.00	8,687.00	29,201.00	9,733.67	1,751.96	
South Bend, Cathedral	195,279.00	192,508.00	224,981.28	612,768.28	204,256.09	36,764.05	
South Bend, Holy Trinity	41,916.94	48,539.00	45,854.63	136,310.57	45,436.86	8,178.18	
South Bend, St. Michael's	157,641.16	174,688.99	201,484.91	533,815.06	177,938.35	32,027.12	
Syracuse, All Saints'	22,936.53	29,908.58	36,982.00	89,827.11	29,942.37	5,389.33	
Valparaiso, St. Andrew's	112,601.00	112,289.34	133,458.00	358,348.34	119,449.45	21,499.71	
Warsaw, St. Anne's	149,962.00	177,285.00	179,538.00	506,785.00	168,928.33	30,405.41	
				0.00			
TOTAL	**3,211,316.72**	**3,321,484.86**	**3,464,959.87**	**9,997,761.45**	**3,332,587.15**	**594,579.60**	**5,252.79**

PROGRAM COMMITTEE REPORTS

REPORT OF THE STANDING COMMITTEE

The Standing Committee of the Diocese of Northern Indiana is body of six persons (three clerics and three lay persons) elected by the Convention of the Diocese. Mandated by the Constitution of the Episcopal Church, the Standing Committee serves as a Council of Advice to the Bishop, and, in his or her absence, as the ecclesial authority of the diocese. The Standing Committee also interviews and approves candidates for ordination and grants consent to the election and consecration of bishops for the several other dioceses in the Church.

The members of the Standing Committee are Mr. David Nash, Dr. Jack Mapes, the Rev. Stephen Gerth, the Rev. Michael Basden and the Rev. Richard Kallenberg. Diocesan Convention also elected Ms. Elizabeth Lloyd Bane serve on the Standing Committee, but her relocation to Lafayette in the Diocese of Indianapolis required that she submit her resignation early in 1995. Upon receipt of her letter of resignation, the Committee chose not to make an interim appointment to replace her, the Canons of the Diocese requiring her unexpired term to be filled by election by Convention. At its first meeting held November 5, 1994, Fr. Kallenberg was elected President and Ms. Bane was elected Clerk.

Approval for Ordinations

Ms. Linda Hughes was approved for ordination to the transitional diaconate. Ms. Ann Dorgan and Mr. Carl Samra were approved for ordination to the Diaconate. The Rev. Daniel C. Hamby and the Rev. Linda Hughes were approved for ordination the Sacred Priesthood.

Sales and Mortgages or Real Property

The Committee approved the following requests:

By the Diocese of Northern Indiana to make a mortgage of $70,000.00 for the property on South Miami in South Bend where Christ Church will be located.

By the Rector, Wardens and Vestry of Trinity Church in Fort Wayne to sell property located on Thomas Road in Fort Wayne.

By the Rector, Wardens and Vestry of St. Michael and All Angels Church in South Bend to sell the Church property, making possible the building of a new Church building several blocks to the North.

Consents for Episcopal Elections

The Committee signed consents for the following elections to be held:

A Bishop Coadjutor for the Diocese of Southwest Florida
A Bishop Coadjutor for the Diocese of Pittsburgh
A second Bishop Suffragan for the Diocese of New York
A Bishop Suffragan for the Diocese of Texas
A Bishop Suffragan for the Diocese of South Carolina
A Bishop Suffragan for the Diocese of Connecticut
A Bishop Coadjutor for the Diocese of East Carolina

Consents for Consecrations

The Committee gave consent to the consecration of the following persons:

The Rev. Henry Irving Loutitt to be Bishop of Georgia
The Rev. Vernon Edward Strickland to be Bishop of Western Kansas
The Rev. John Lewis Said to be Bishop Suffragan of Southeast Florida
The Rev. Dorsey Felix Henderson to be Bishop of Upper South Carolina
The Rev. David Colin Jones to be Bishop Suffragan of the Diocese of Virginia

The Rev. Canon Clarence Wallace Hayes to the Bishop of Panama
The Rev. Michael Whittington Creighton to be Bishop of Central Pennsylvania
The Rev. Leopoldo Jesus Alard to be Bishop Suffragan of the Diocese of Texas

Other Business

The Clerical members of the Standing Committee granted consent to the renunciation of ministry by Richard J. Kennison. The Committee served as a council of Advice to the Bishop on several matters, including pastoral matters involving clergy and congregations, and proposed changes in the health insurance plan covering clergy and some lay staff within the diocese.

Respectfully submitted,
The Rev. Richard A. Kallenberg

REPORT OF THE CONGREGATION REVITALIZATION AND DEVELOPMENT COMMITTEE

1995 was a productive year for the CR&D committee. The work of the committee focused on the continued support and development of the three new congregations in the Diocese of Northern Indiana. The budget expenditures reflect that reality. It is worthy of remembrance that our available diocesan resources limit the number of accomplishments we can fulfill in the midst of numerous opportunities. The new church start in South Bend (Christ Church) received 74% of the budget at $55,082.24 for program and clergy compensation. An additional 14% at $10,531.04 was utilized for the property loan on Christ Church. The new church start in Wabash (Church of the Resurrection) received 5% of the budget at a total of $3,983.95 for program. Other development expenditures (including assistance in the purchase of electronic keyboard system for use in worship at St. Mary's Episcopal Fellowship in Monticello) totaled 4% or $2,844.50. The CR&D committee also sponsored a weekend conference on New Member Ministry with Susy Miller. The conference, meant for congregation revitalization, included a Friday evening session for clergy and a Saturday session for parish teams. Participants represented 21 congregations and diocesan staff. This conference and other consultations represented 3% of the budget at $2,098.09. The CR&D has been involved in four congregation consultations in 1995.

At this point and for the future we are focusing on the ministry needs and goals of the Calumet region. It is the intention of the CR&D to help the new church starts become self-sustaining so as to use the budgeted monies for further new church starts and existing congregational redevelopments. We are also working on computer networking for the Diocese to better enable and equip communication within the Diocesan structure.

Members:	Robert Deshaies	St. Timothy's
	Derek Harbin	St. Andrew's - Kokomo
	Dale Hathaway	St. Andrew's - by-the-Lake
	Fred Heasley	Christ the King
	Joe Illes	The Cathedral of St. James
	Frank King	St. Paul's - Gas City
	Patrick Ormos	St. Andrew's - Valparaiso
	Randy Powers	Gethsemane
	Shelby Scott	St. John of the Cross
	Robert Bizarro	Church of the Resurrection
	Terrence Smith	St. Paul's - Mishawaka
	Dan Mohnke	St. Michael & All Angels
	Megan Traquair	St. John of the Cross
	David Ottsen	Christ Church
	Ed Evans	St. Timothy's

David Hyndman	St. Augustine's
Henry Randolph	St. David's
Dabney Smith	St. Michael & All Angels

Faithfully submitted,
Dabney T. Smith, Chair

ANNUAL REPORT OF THE COMMISSION ON MINISTRY, 1995

Members on Commission:
The Rev. Frank Moss, Trinity, Fort Wayne, Chairman
The Rev. Michael Haas, Trinity, Logansport
Mrs. Kitty Clark, St. Andrew's, Valparaiso
The Rev. Margaret Harker, Christ the King, Huntington
Mrs. Kay Miller, St. John's, Elkhart
Mr. LeRoy Lacey, St. Andrew's, Kokomo
The Rev. Dabney Smith, St. Michael and All Angels, South Bend
Mrs. Anne Donnelly, St. Alban's, Fort Wayne
Ex officio:
Deacon M. Richard Miller, St. Andrew's, Valparaiso
The Very Rev. Frederick Mann, Cathedral of St. James, South Bend
The Rev. Michael Basden, St. Anne's, Warsaw
The Rt. Rev. Francis C. Gray
The Rev. Canon David Seger

During 1995, the Commission recommended Gordon Samra and Anne Dorgan for ordination to the permanent Diaconate. We invited Dr. Tim Sedgwick, professor of Ethics at Seabury Western, to conduct a joint retreat for us, the Standing Committee, and the Bishop on developing criteria for the selection of persons for ordination. It was a very productive gathering and we will be using much of our time in 1996 to refine our procedures to reflect the learning that came out of that retreat. In late September, we held a Ministry Discernment Conference for those who feel they have a call to ordained ministry and for others who wished to focus on lay ministry. Seventeen people from around the Diocese attended. We extend our thanks in particular to the Rev. Peg Harker, whose tireless efforts contributed to the success of both of our conferences.

With a significant turnover in membership, 1995 has been a year of reorganization for the Commission. We are grateful to Bob Chiles, Jill Basden, Quentin Smith and David Nash, who completed their terms and have left the Commission. In 1996, the Commission on Ministry will continue to explore the ways in which we can promote ministry in our Diocese.

Respectfully submitted,
The Rev. Frank Moss, Chair

REPORT OF THE DIOCESAN FOUNDATION

Included with this report is a Profit and Loss Statement for the period of time July 1, 1994 through and including June 30, 1995, as well as a Loan/Grant Application.

Highlights for the Foundation are as follows:

A. Grants

There were three grants made by the Foundation since the last Diocesan Convention. A $1,200.00 grant was made to St. Paul's, Munster for computer upgrade of the family resource center; a $3,000.00 grant was made to St. John's of Elkhart to assist them with

their commitment to the Habitat for Humanity home; and a $3,000.00 grant was made to the Episcopal Community Services.

B. Investment Policy

The Directors established an investment policy for the Foundation. Since substantial sums are being received because of the Diocesan campaign, a policy has been established whereby 20% of the interest earned on the monies received shall be reinvested and added to the corpus of the trust. Thus, only 80% of interest is available to the Diocese for grants. Loans, since they are repaid, can invade the corpus of the trust.

Respectfully submitted,
Daniel H. Pfeifer

Chairman: The Rt. Rev. Francis C. Gray
117 North Lafayette Blvd., South Bend, IN 46601
Office: (219) 233-6489

Vice Chairman: The Rev. Robert Fitzpatrick (term to expire 11/97
4734 Winterfield Run, Fort Wayne, IN 46804
Rectory: (219) 436-6938

Treasurer and ex officio: Mr. Daniel Pfeifer
51387 Lake Pointe Ct., Granger, IN 46530
Office: (219) 272-2870

Mr. William Bissell (term to expire 11/97)
1601 Greenleaf Blvd., Elkhart, IN 46514
Home: (219) 463-1264; Office: (800) 678-0540

The Rev. John Blakslee (term to expire 11/96)
P.O. Box 3006, Munster, IN 46321
Church: (219) 838-3803

The Rev. Theodore Neidlinger (term to expire 11/95)
125 S. McCann St., Kokomo, IN 46901

Dr. Richard R. Ring (term to expire 11/95)
7414 Saddleback Ct., Fort Wayne, IN 46804
Home: (219) 436-5234

Chairman of the Diocesan Finance Committee and ex officio:
The Rev. Richard Kallenberg
226 West Lexington Ave., Elkhart, IN 46516
Church: (219) 295-1725

The Foundation Board meetings are scheduled for the first Saturday of January, April, July and October, at 10:00 a.m. (est), at the Diocesan offices (117 North Lafayette Boulevard, South Bend, IN). The following are the projected dates of Foundation Board meetings in 1996:

January 6, 1996; March 30, 1996 (n.b., the first Saturday of April is Holy Saturday. The time of the March 30 meeting will be subject to the hour of the annual Chrism Eucharist); July 6, 1996; and October 5, 1996.

DIOCESE OF NORTHERN INDIANA FOUNDATION, INC.
July 1, 1994 through June 30, 1995

Profit and Loss Statement

Interest Income:

St. Anne's, Warsaw	$364.53
St. George's, Berne	806.99
St. John's	$49.00
Society Bank of South Bend	$42.83
*Society Bank Investment Account	$3,621.96
	$4,885.31

Expenses:

3-17-95	Warner, Armstrong & Jones for 1994 audit.	$1,100.00
5-31-95	Secretary of State Annual Report Fee	10.00
		$1,110.00
	Total Income	**$3,775.31**

OTHER RECEIPTS AND DISBURSEMENTS

Receipts of Principal:

St. Anne's, Warsaw		$1,159.67
St. George's, Berne		1,014.13
St. John's		3,000.00
		$5,173.80
Total Cash Received	**$8,949.11**	

Disbursements:

St. Paul's - grant (6-20-95)		$1,200.00
Total Disbursements:	**1,200.00**	

*Figures only available through March, 1995 at this time.

Net Cash Increase	**$81,053.87**
Cash Balance 12-31-94	**$183,440.49**
Cash Balance 06-30-95	**$264,494.36**

BALANCE SHEET 06-30-95

Assets:

Society Bank of South Bend:

Checking Account		$2,246.70
*Investment Pool Accounts		$262,247.66
General Foundation	($94,727.68)	
Cong. Revitalization	($81,630.24)	
New Congregation	($62,047.48)	
Outreach	($23,842.26)	
		$264,494.36

Notes:

St. Anne's, Warsaw	$11,799.69
St. George's, Berne	$10,740.25
	$22,539.94

Assets: Balance 06-30-95	$287,034.30
Income: 1-1-95 to 06-30-95	4,836.31
Expenses: 1-1-95 to 06-30-95	1,110.00
Net Assets - Balance 06-30-95	$290,760.61

THE TASK FORCE ON THE CATECHUMENAL PROCESS

The Task Force on the Catechumenal Process exists in this Diocese to expose parishes to an innovative yet ancient form of initiating Christians into the faith. This nine month process welcomes newcomers into the church and prepares them for baptism, confirmation, reception and baptism of their children and offers an opportunity for others to deepen their faith in the context of learning how to more fully live as a Christian in the world around us. If we are to be a diocese focused on church growth and evangelism, then we must be prepared with an intentional plan of formation. The Task Force advocates for the process, sponsors training events, offers resources, mentors individual parish teams, and participants in on-going promotion of the process as new priests and missions come into our diocese.

During this last year, we met occasionally as a group but continued to assist the eight parish teams currently practicing the process. The chair attended the North American Association of the Catechumenate Convention and represented the Diocese of Northern Indiana. This is an especially productive representation as it shares with the greater church that the process can work in smaller parishes in smaller dioceses. This convention also exposes this diocese to other forms of church growth, worship styles, and Christian initiation issues. For 1996, we will again sponsor a Diocesan-wide training event to train parish teams. We will also again sponsor the Bishop's Lenten Retreat with the candidates, sponsors and teams.

We are grateful for the financial support offered by this Diocese and appreciative of the recognition of the priority given to Christian Initiation and Formation.

Respectfully submitted by
Clifford King Harbin, Chair for the Task Force
The Rev'd Michael Basden, St. Anne's, Warsaw
Mr. Art Berkley, Holy Trinity, South Bend
Mrs. Mary Flick, Trinity, Fort Wayne
Miss Yolanda Illes, Holy Trinity, South Bend
Mrs. Hazel Mapes, St. Andrew's, Kokomo
The Rev'd Mark Thompson, St. Anne's, Warsaw
The Rev'd Teunisje Velthuizen, Holy Trinity, South Bend

CONSTITUTION AND CANONS

The following are members of the Constitution and Canons Committee:

1. Joseph Weaver - Gethsemane, Marion
2. David M. Wright - Trinity, Fort Wayne
3. Reverend Stephen S. Gerth - Trinity, Fort Wayne
4. Jay Rigdon - St. Anne's, Warsaw
5. Reverend David L. Seger - Canon to the Ordinary

Our committee spent no money this year, however we did meet to prepare changes to our canons. To comply with the National Canons, we had to prepare a canon that establishes an Episcopate Relations Committee. The National Canons also required that we create a separate Ecclesiastical Trial Court separate from the Standing Committee. Our committee has completed that task and awaits the convention's review.

THEOLOGY AND LITURGY COMMITTEE REPORT

The members of the Theology and Liturgy Committee, appointed by the Bishop, serve

the Ordinary by providing council, education and reflection. The committee presently includes Father Michael Basden, Father Stephen Gerth, Mrs. Clifford King Harbin, Father Leonel Mitchell, Mr. Wayne Peterson, Father John Schramm and Father Mark Thompson.

At the request of the Bishop, the committee is currently preparing revised liturgical customaries for Christian Marriage, Ordination and Holy Eucharist. While a good part of 1995 has been given toward this endeavor, the interest in a continuing dialogue on Christian Initiation has dominated the committees work. The continuing development of the catechumenate in many of our parishes and the renewal of baptismal theology is seen by the committee as an opportunity for further study and development. In February of next year, the committee will spend a day of study and reflection with Bishop Gray. This study day is seen as an opportunity to reflect on the meaning of Christian Initiation and its practice in our diocese.

Through the work of Wayne Peterson, the Theology and Liturgy Committee is sponsoring an important offering that has the potential of benefiting a substantial number of our parishes. The *Leadership Program for Musicians Serving Small Congregations* will provide an outstanding opportunity for our parishes to receive training and support from a host of outstanding church musicians. The last issue of *The Beacon* included an introductory article regarding this significant development.

The committee's agenda for 1996 will continue to include work in the areas of Christian Initiation, *The Leadership Program for Musicians Serving Small Congregations* and other tasks defined by the bishop.

Respectfully submitted,
The Rev. Michael P. Basden, Chairperson

THE CATHEDRAL GREATER CHAPTER ANNUAL REPORT

Greater Chapter Members:

Mrs. Betty Jo Boyer -- St. Paul's, Mishawaka (1995)
The Rev. Robert Chiles -- St. John's, Elkhart (1995)
Mr. Mel Ring -- Christ the King, Huntington (1996)
The Rev. Stephen Gerth -- Trinity, Michigan City (1996)

The Greater Chapter of the Cathedral Church of St. James is composed of two lay persons and two presbyters elected in accordance with Canon 11 of the *Constitution and Canons of the Diocese of Northern Indiana.* Greater Chapter members attend monthly meetings of the Cathedral Chapter with full voice and vote on all matters pertaining to the work of the Chapter.

In January, the Greater Chapter met with the Dean and Wardens to reflect on their role as liaisons between the ministry of the Cathedral and the mission of the diocese. The Greater Chapter perceives its purpose as: a) advocacy from the diocese to the Cathedral and, b) advocating the work and ministry of the Cathedral to the larger diocesan family.

The Greater Chapter helps the larger Chapter in balancing the definition of parish and cathedral as we week to carry out that mission in the diocese. The Cathedral needs to be a communication "clearing house" and focus of celebration for important moments in diocesan family life. Cathedral programs can be a resource to the diocese with Greater Chapter members acting as liaisons.

Greater Chapter members participate actively in the work of the Cathedral Chapter. During 1995, they have been pursuing the possibility of the Cathedral being a diocesan down-link center for the emerging *Episcopal Cathedral Television Network (ECTN).* Fr. Chiles has been especially involved in this effort. ECTN would bring conferences, programs and events from the Episcopal Church and other sources into the diocese for larger participation -- at a substantial savings as compared to travel and attendance to

attend the events themselves. As one example, the 1997 General Convention will be fully televised and transmitted by ECTN. Trinity Institute is now being televised via ECTN. By 1997 fully 35 annual events will be available for local participation via television. We hope to be part of that network for Northern Indiana.

The Greater Chapter needs laypersons and presbyters who can bring creative insight, leadership skills and vision to the Cathedral Chapter. If you are interested in serving a two year term, please contact the Dean for nomination.

Respectfully submitted,
The Very Rev. Frederick Mann
for the Greater Chapter

REPORT OF *THE BEACON* ADVISORY BOARD

Members:

Matt Carboneau, Co-Editor, The Beacon
Ann Carboneau, Co-Editor, The Beacon
The Rev. David L. Seger, Canon to the Ordinary
Sharon Katona, Treasurer
Mike Skiver, St. Philip and St. James'
Glen Richardson, The Cathedral Church of St. James
Penny Glover, St. Timothy's, Griffith

The Beacon is a four page publication of the Diocese of Northern Indiana. It is published every other month and is distributed to diocesan churches and members. The advisory board meets on an annual basis to review the previous issues and to suggest changes as needed.

REPORT OF THE STEWARDSHIP COMMITTEE

Members:

John Ritter, St. Andrew's, Kokomo, Chair
Robin Douglas, St. Michael's, South Bend
Arlyne Jacobsen, St. Paul's, Munster
The Rev. Henry Randolph, St. David's, Elkhart
Jim Robinson, Cathedral of St. James, South Bend
Deb Walters, St. John's, Bristol

The Stewardship Committee presented its third stewardship workshop in February of 1995. Those in attendance rated this workshop good to superior.

The Stewardship Committee made available a resource manual to parishes for a cost of $30.00 each to cover the cost of printing.

The Stewardship Committee started making presentations to all the vestries in the diocese outlining our workshops, national conferences, and national resources available.

1996 Plans

•A workshop for clergy only to be called by Bishop Gray

•Recruit and train at least four persons from the diocese to be stewardship consultants. It is our goal that they be ready by summer of 1996.

REPORT OF YOUNG ADULT LEADERSHIP TEAM (YALT)

Members:

Executive Committee
Mr. Dan Plew, Chair (1997)
Mr. Jeff Foldenauer
Miss Ashton Smith

Mrs. Ann Carboneau, Diocesan Youth Coordinator

YALT is a team comprised primarily of youth which meets 3-4 times annually to plan and review youth programs sponsored by the diocese. Events this year included: a trip to Cedar Point, New Beginnings (2), Happening, Senior High Retreat, and Summer Camp.

Because of low registration, The Gary Youth Project did not take place this summer, a committee of youth and adults will be meeting to determine the direction service projects should take within the diocese. A Provincial Youth Event will be held in this diocese in October, 1995 and the Episcopal Youth Event (EYE) will take place at Indiana State University in July of 1996.

SCHOOL FOR FAITH AND MINISTRY ANNUAL REPORT

Over eight years ago, an EFM group, led by Deacon Sarah Tracy emerged into a diocesan training school for laypersons. It came to be known as the School for Faith and Ministry. Bishop Gray's vision was for a school that would further equip laypersons for ministry and prepare those who had been called to the order of Permanent Deacons. The Bishop's vision and Sarah's energy and excitement led to a fully functioning school that has continued to grow and evolve.

Upon Sarah's retirement in early June, the School for Faith and Ministry had touched the life of our diocese in profound and permanent ways. The necessity for continuing the ministry and mission of the school is grounded in this relationship between the school and the diocesan family. Our diocese is becoming known for its education.

The Very Rev. Frederick Mann was called to be the new director of the school in February of this year by the Bishop and a search committee from parishes in the diocese. Fr. Mann's background includes the continuing development of a similar school in Central Florida as its Dean of Academic Programs and, later, Chairman of the Board. As with any organism, the school must continue to grow with the expanding needs and vision of our diocese. Therefore, a redevelopment is underway to address a number of needs.

First, the name of the school is changing to ***The Institute for Christian Formation (ICF)*** as of 1 November. The name change represents the shift in structure that the (now) Institute will take. The Institute will have two schools: *The School for Continuing Education* and *The School for Diaconal Studies*.

The core curriculum of the School for Continuing Education will include a track for biblical studies and a track for ecclesial studies (church history, theology, liturgics, ethics, etc.). The new element of the core program will be that courses will be offered on a "day at a time" basis. This simply means that an entire course can be taken on a given day with a syllabus that provides pre-class reading and an assignment that will provide credit for a course, should be student desire to do so. All courses on tracks one and two of the core curriculum will be offered each academic year. It will be possible for anyone to take a course by registering two weeks in advance. If one wants to be a full-time student and take all courses in both tracks, this can be accomplished in two academic years.

The School for Diaconal Studies will be designed for those in the process toward ordination to the Permanent Diaconate. Students entering this school will have had to take all courses in the School for Continuing Education before being considered. The core curriculum for the Diaconal school will be a year of professional study in the disciplines of Diaconal ministry. It would be possible to be ordained a deacon at the end of that year, but a second year of practicum ministries will be required to complete the full schedule for Diaconal formation.

As the revised ICF structure is implemented, the plan is to "modularize" the Institute and have the entire course structure (with exception of the School for Diaconal Training) offered in four locations in the diocese. It is hoped that this will make the school more available to parishioners anywhere in our diocese.

Dean Mann will have ICF office hours on Thursdays. Mrs. Cindy VanParys is the ICF

secretary. The ICF office can be reached through the diocesan office phone number. The Institute will be in session on the first and third Saturdays of each month -- beginning on 4 November. The academic year will normally run October through May.

A full prospectus and ICF course information can be obtained at a table in the exhibit area, by calling the ICF office or from your parish clergy.

THE WAWASEE EPISCOPAL CENTER

Committee Members:
J.W. (Win) Miller - St. Anne's, Warsaw
Deacon Carl G. Gilland - Director
The Rev. Linda Hughes, Vicar - All Saint's, Syracuse
Larry Biller - All Saints', Syracuse
Paul Carson - All Saints', Syracuse
Clay Moody - Gethsemane, Marion
Kirk Philippsen - St. James Cathedral, South Bend
Mike Skiver - Christ the King, Huntington
Bruce Shaffner - St. Anne's, Warsaw
Ms. Darlene Wedge - St. John the Evangelist, Elkhart

Two slots remain for St. Alban's Fort Wayne and St. James', Goshen. These will be filled by January, 1996.

There have been three major action items this year. First: the bishop appointed a committee to work with the master plan to develop an action plan for repair/ reconditioning the chapel. Second: Sharon Chase resigned as Director because of the increased activity of her work in Goshen. We wish her well. Third: we welcome Deacon Carl Gilland as the new director of the Wawasee Retreat Center. Carl brings much experience in operating this type of facility has uncovered several areas that require attention if this facility is to be maintained in an acceptable state of repair. They are: 1) paint in the interior of the facility, 2) roof (over the kitchen area, a limb had penetrated the roof and required immediate repair) 3) the embankment requires continued maintenance 4) the deck(s) require continued washing/water proofing 5) furniture requires cleaning (some will need to be replaced within two years) 6) carpets throughout the Center require annual cleaning.

While the director is currently hired half time, it is recommended that future funding be such that the position be three quarter to full time. This would permit ample time for the director to, in fact, do some of the maintenance/repair work that is urgently needed. Current expenses include part time wages for maintenance which is primarily grounds keeping and housekeeping, ie. maid service. It should be noted here, that these part time wages do not include major repair services.

In 1995, the Center had a total of 65 bookings, with a gross income of $28,800.00. Presently, 1996 is booked at approximately 29% of 1995, with bookings for the balance of 1996 and 1997 coming in on a regular basis. With current income (including the current diocesan grant of $5,000.00 of approximately 34,000.00) the Center falls short of providing sufficient monies for major repairs should they be required. Serious consideration should be made regarding a "set aside" of three to five thousand dollars each year (managed trust, etc.) in anticipation that it will be needed to replace furniture, paint, replace well pumps/septic systems, clean carpets, etc.

Respectfully submitted: Carl Gilland, Director
J.W. "Win" Miller, Committee Chairman

ST. MARGARET'S HOUSE

St. Margaret's House started its December 1994 to November 1995 fiscal year with traditional holiday celebrations. Over 50 women and children enjoyed a Thanksgiving meal at the center. A few weeks later, on the Notre Dame campus, 25 children played games, received gifts, and had a visit with Santa Claus. At the same time, a party was held for 45 children at the center including games, stockings, and a visit from St. Nick. Just prior to Christmas, a special luncheon was held for the women and invited guests in Cathedral Hall, where they were entertained by a quartet from Sweet Adelines and received the gifts donated by various churches.

New programs for the guests included a day retreat at Fatima Retreat House; also crafts day for children during a school break with about 40 Notre Dame students providing support and enthusiasm. Mary Fran Brandenberger and Janet Pancheri, both with Master's degrees in counseling, led a Life Development Skills discussion group for the women. Guests created a large felt mural for the center under the guidance of Julie Trzybinski working through a grant from Very Special Arts Indiana.

Along with the daily volunteers who keep the center running, prepare the meals, and, most importantly, give a listening ear to the guests, a summer service project intern from Notre Dame was part of the staff for eight weeks. Yuli McCutchen devoted most the her time to children's programming, with a theme for each week and a planned activity for each day, including two field trips.

A Master of Divinity student from Notre Dame is working as an intern for the school year. Other special volunteer help includes Kate Hermann who conducts a play school for children ages 3-5 on Tuesday and Thursday mornings.

Staff development opportunities for volunteers and executive director Kathryn Schneider included CPR/First Aid training and a staff retreat at Fatima Retreat House. A Staff Enrichment Day is planned for October with M.J. Murray, counseling social worker, as facilitator.

Improvements in the physical plant include a new upright freezer purchased from Real Services through the auspices of Notre Dame; walls, doors and radiators were repainted with help from members of St. Michael's and All Angels (South Bend) and St. Anne's, (Warsaw); and new carpeting and tile will be installed in October.

A major fund-raiser has been the sale of Ben & Jerry's ice cream at Notre Dame's men's basketball home games, and this will continue during the 1995-96 season.

St. Margaret's House celebrated its fifth anniversary in June 1995. It was also an occasion to honor the founder of the center, retiring Archdeacon Sarah Tracy. With the aid of Bill Davis, St. Michael's (SB), the dinner-dance held at the Elks Lodge was a great success with over 80 guests in attendance and almost $1,000 raised.

Sarah Tracy's vision has not only marked its fifth year of offering services and programs to women in need, but it has grown beyond her (and the founding board members) expectations. During July, the busiest month of the year, approximately 712 meals were served during that time, an average of 35 a day. During the school year, the lunch count has a steady average of 28-30 people a day.

Not only meals, laundry facilities, food, toiletries, and good used clothing are available at St. Margaret's House, but other more intangible services are offered: caring, friendship, encouragement, and people with whom the guests can share their fears, hopes, joys, and accomplishments.

St. Margaret's House flourishes under the leadership of Kathryn Schneider, whose faith in God is reflected in her work and her caring; through the careful guidance of the board of director; and through the work and time given by the volunteers . . . they keep the doors open and the "welcome sign" out for the women in need.

Respectfully submitted,
Sharon Chase, President
Board of Directors

1995 ANNUAL REPORT
PRESIDING BISHOP'S FUND FOR WORLD RELIEF

The board of directors of the Presiding Bishop's fund for World Relief awarded $544,262.00 in grants when it met in New York in June. Most grants were kept in the $2,000 - 4,000 range to make the most of funds available. These small grants will be critical to support existing projects and leverage additional money. The high number of natural and human-caused disasters in recent years has focused most giving on designated needs. This leaves few undesignated funds available to support general projects.

In June of this year the board awarded grants to projects in 36 dioceses that give aid to victims of violence and support for suicide prevention, substance abuse treatment, refugee and migrant ministry, to women and children, aid to the homeless and hungry and ministry to persons with AIDS. Designated funds were used for rehabilitation work following the floods in Georgia and the Midwest, Hurricane Andrew, the Oklahoma City bombing and the California earthquake.

Overseas grants were awarded to partner church projects in Africa, the Solomon Islands, Pakistan, Indiana, Central America, Europe, the Middle East and South America. Among these grants were contributions to the Japan earthquake rehabilitation efforts and to assist the people of Bosnia, Croatia and Russia. In addition there is $85,568 available to continue assisting the people of Rwanda both in Rwanda itself and in the neighboring countries where many refugees have fled.

For the purpose of information, since 1986 the Diocese of Northern Indiana has received $45,000 for five (5) grants:

1989 - Episcopal Urban Ministry $15,000
1990 - Emergency Flood Relief 10,000
1991 - St. Margaret's House 12,000
1992 - Urban Social & Economic Justice 5,000
1994 - Growing Groceries 3,000

Statistics for the Diocese of Northern Indiana for 1994 and 1995 through August are:

	1994	1995
Presiding Bishop's Fund	$11,091.03	$6,408.82
Annual Appeal	4,670.65	3,622.17
California	300.00	-0-
Rwanda	695.00	150.00

9-21-95 Office of the Treasurer, Episcopal Church Center

To help restore the Fund's resources, a call has been issued for all Episcopalians to become partners of the Fund by contributing $20 per year in undesignated gifts through the Fund's Annual Appeal. It is recommended that local congregations include the Appeal in their services the last Sunday in January, however the timing is at the discretion of the congregation. If the Fund receives this partnership commitment from all Episcopalians each year, there would be over $20 million in undesignated funds that could be used to respond to relief, rehabilitation and development needs. Last year, the board received over $30 million in requests but had only $4.5 million to grant.

Areas of activity by the Diocesan Fund Coordinator were:

- continued efforts to recruit parish reps
- planned a training session for parish reps
- workshop leader at national meeting of DFC's
- worked closely with Network Coordinator
- coordinated efforts to promote Annual Appeal
- Coordinated efforts to promote Presiding Bishop's Fund for World Relief
- provided a presence at the Diocesan Annual Meeting

Respectfully submitted,
Charlotte A. Strowhorn, Diocesan Fund Coordinator

BISHOP'S AD HOC COMMITTEE FOR ETHICAL GUIDELINES IN MINISTRY ANNUAL REPORT

Committee Members: The Rev. Michael Haas, The Rev. Canon David Seger, The Rev. Megan Traquair, Mr. David Wright (Chancellor), Dr. Sandra Brown and The Very Rev. Frederick Mann (Chair to 1 August 1995).

The process of producing the document Ethical Guidelines for the Conduct of Ministry: Policies and Procedures achieved first-stage completion with approval by Church Pension Group (Church Insurance Company). The approval provides the diocese with warranty coverage for all clergy, lay employees and volunteers that work with youth regarding sexual misconduct. The guidelines became effective for our diocese on 15 January of this year.

The guidelines document has had four revisions, since its initial publication on 6 December 1994. The revisions have been in concert with insurance underwriter and legal counsel from the Church Pension Group. In addition, the committee is working on two more chapters to be added to the document either later this year or early 1996. These chapters deal with educational procedures for child abuse and sexual harassment and advocacy procedures should charges of sexual misconduct be brought against an individual working within the church structure.

During this calendar year, the Committee has sponsored a full workshop each on child sexual abuse and sexual harassment in the workplace. These workshops meet the mandates established by the Church Insurance Company and, thus, required in our guidelines. Three additional workshops have been held as either make-ups or for new employees through the end of September. The committee will sponsor a workshop in each of the required areas once every six months for new clergy and lay employees/volunteers.

The committee also plans to enter into relationships with at least four pastoral care specialists within the diocese (South Bend, Fort Wayne, Kokomo and Calumet area) to meet the requirements regarding long-term pastoral involvement with individuals in parish ministry.

Canon Seger is continuing to develop a system for background checks for clergy and lay employees in keeping with insurance mandates. Details on this process will be added to the guidelines document as they are finalized.

Due to other commitments, Dean Mann resigned as chairperson of the Ad Hoc Committee on 1 August, and The Rev. Megan Traquair has been named chairperson of the Committee.

Copies of the guidelines can be obtained from the Rector/Vicar of your parish.

Respectfully submitted,
The Very Rev. Frederick Mann
for the Ad Hoc Committee

THE CATECHESIS OF THE GOOD SHEPHERD

The Catechesis of the Good Shepherd is a work of Christian formation for children that is used in different ways in nine congregations of the Diocese of Northern Indiana. The work began here in the fall of 1988 at the Cathedral of Saint James, South Bend. The Association of the Catechesis of the Good Shepherd held their national training courses at Saint Mary's College, South Bend in the summers of 1990 and 1991.

The Catechesis is now in use, in whole or in part, in the following congregations of the Diocese: The Cathedral of Saint James, Church of Saint John the Evangelist, Elkhart, Church of the Holy Trinity, South Bend, Saint Alban's Church, Fort Wayne, Saint Andrew's Church, Kokomo, Saint Anne's Church, Warsaw, Saint Michael and All Angels, South Bend, Trinity Church, Fort Wayne, and Trinity Church, Michigan City.

The Catechesis of the Good Shepherd is continuing to expand in our region. It is also a genuinely ecumenical work. Members of our diocesan community are participating in a three to six-year old training sponsored by the Roman Diocese of Fort Wayne - South Bend. Roman Catholics participated in the first and second training courses held in Michigan City.

In order to continue the training, Saint Andrew's Church, Kokomo, and Trinity Church, Michigan City, organized a course in our own diocese in the 1993-1994 and 1994-1995 academic years to train catechists to work with three to six-year old children. In the fall of 1994 our local leadership group requested that the Diocese provide $1,000.00 during the 1995 budget year to support the next phase of training. The request was granted.

Four persons from our Diocese, three lay persons and one member of the clergy, participated in the six to nine-year old training held in Glen Ellyn, Illinois in 1994-1995. This training enabled the lay persons to become catechists and the member of the clergy to have the background to organize a training course at this level in our own diocese. Currently this course is being held at Trinity Church, Michigan City. I have requested that the Diocese support this course in 1996 with a grant of $1,000.00

In 1995 the $1,000.00 diocesan grant was expended in the following way:

Tuition for Regional Training	$800.00
Support for Northern Indiana Training	200.00
TOTAL	**$1,000.00**

In 1996 $1,000.00 has been requested to support our Northern Indiana course held at Trinity Church, Michigan City. Thirty-two persons from parishes in Northern Indiana, the Diocese of Chicago and the Roman Catholic Diocese of Gary are participating in this training.

Respectfully Submitted,
The Reverend Stephen Gerth

CLERGY FAMILY PROJECT COMMITTEE

The Clergy Family Project Committee has been involved in responding to the needs of the clergy and clergy families of our diocese by offering ongoing programs and support in a variety of ways. Each year much care goes into planning the annual clergy spouse retreat held on the first weekend of October at the Wawasee Episcopal Center, as well as the spring conference for clergy spouses and clergy - both married and single. This conference has been held for the past three years at a facility in Monticello. These events are especially helpful ways to encourage and strengthen the ministries of the ordained clergy and their families.

Some other things which have been done since the last report are:

1. the creation and distribution of a clergy and clergy spouse directory designed to help us know more about each other.
2. the distribution of prayer cycles listing all clergy spouses affiliated with the diocese, so that we may pray for each other on a monthly basis.
3. pubicizing and encouraging participation in the Retirement Conference spon-

sored by the Church Pension Fund and shared with the Diocese of Indianapolis.

Our committee continues to look for ways to carry out our vision for the clergy and clergy spouses of this diocese. That vision formally stated is: **We envision ourselves as a loving community of Christ where each individual is respected and encouraged to grow in an atmosphere of openness, support, and trust.**

Respectfully Submitted,
Karen Gray

RECOVERY MINISTRIES

Formerly the National Episcopal Coalition on Alcohol and Drugs, Recovery Ministries is an independent, nationwide network of Episcopal laity and clergy, dioceses, parishes, schools, agencies and other institutions all with a common, shared commitment to address the issues associated with use and misuse of alcohol and other drugs in relationship with the church. It serves the church by publishing a quarterly newsletter, sponsoring the Annual Gathering, producing Alcohol-Drug Awareness Sunday materials, providing technical assistance to diocesan commissions and the national church, and distributing special publications.

The name of the national organization NECAD was changed at the national conference in Virginia Beach this year. As diocesan chairman of the Commission on Alcoholism and Drug Addiction, I was in attendance at that convention and participated in the deliberations which led to the name change. After returning home, I wrote to the bishop and received permission to change the name of the Commission to "Recovery Ministries" which more accurately reflects the diverse areas in which this commission is involved. By title, "Recovery Ministries" indicates a wider range of interest and activity which more clearly reflects the actual experience of members of diocesan commissions. The new president of the national organization is a deacon whose special area of ministry is in counseling sexually abused individuals, both children and adults, male and female. This is an area of particular interest to me personally as a survivor of childhood sexual abuse and I participate in a male group of childhood survivors on a weekly basis.

During the last year, since the last convention, meetings have been held with clergy of three of our parishes including a meeting with a family member in one of those situations to help lay the ground work for a possible intervention in the future. One of those meetings involved overnight travel. In addition, there is continuing weekly involvement and participation in appropriate recovery groups.

One of the growing areas of interest, as regards participation, is a "Twelve Steps for Christians" program which was established by an Episcopal priest in Texas, a former fighter pilot in the Korean conflict and a former prisoner of war. We now have a core of four people with a fifth committed to join very soon and another considering it strongly.

The commission continues to be willing and ready to show films, give talks, lead seminars and retreats and assist in any way possible at any time with problems. The need for confidentiality is understood and honored. I am not anonymous because you need to know who I am if I am to be available to help.

The 1995 budget was spend on the Virginia Beach trip to the national convention. The cost exceeded the budget and my parish made up the difference. The convention will be held in Tampa in 1996 and I would expect the cost to approximate the same as this year. Accordingly, we are requesting an increase in our budget for 1996 over 1995 of $300 which will include $200 for a diocesan membership in Recovery Ministries.

Respectfully Submitted,
Deacon Frank McKee, Chair

EPISCOPAL COMMUNITY SERVICES

Activities: Our first annual coat drive was a success, collecting women's coats from the local Episcopal Churches and taking them to Indianapolis, to the Women's Prison. Over 100 coats were donated. Our first annual Angel Christmas Tree was placed in the Hobart Wiseway Food store. Ninety Angels were given Christmas presents at Christmas. Donations from the community to the Angels resulted in not one gift per child, but three and sometimes four. The first annual Christmas party (breakfast with Santa) was held on a Sunday afternoon, and E.C.S. was host to two hundred and ten children, either at the party or donated gifts. All together three hundred children received gifts.

Through our five programs the following has been accomplished working with a volunteer staff, working long and hard to accomplish the work that God has set before us.

Furniture: 200 individuals have been given household furnishings, from individuals to nine member families, abused persons to burned out families, families not only from northern Indiana but into Illinois also.

Clothing: from shoes to socks to hats and coats and everything in between have been distributed to our people. Donations from individuals, churches, and local department stores have come in to us, even cases of disposable diapers have been given to us. Over 800 individuals have received clothing from E.C.S.

Medical program: 57 individuals have been helped through our medical connections from supplying prescriptions at cost through a local pharmacy to connecting eligible individuals to the 75 pharmaceutical companies that supply prescription drugs to the indigent.

Referral services: 300 people have been referred to other social agencies. These people were in need of things that E.C.S. did not have direct access to, but we have the access to through our agencies:

Food program: food has been supplied to 4,800 individuals thus far this year. Donations coming in to us so far have consisted of the following:

1. 20,400 pounds of canned or dry food. This includes pasta, cereals, and canned goods. This comes from individual donations, local grocery stores and other agencies.
2. 16,000 pounds of salads, potato salad, carrot raisin salad, macaroni salad, and baked beans. This has been donated to us for the past 2 months from another shelter.
3. 3,027 pounds of potato chips from a local distributor were donated to us.
4. 280 gallons of orange juice drink from a local dairy has been donated.
5. 28,000 pounds of fresh produce has been distributed by us through a weekly program at a local catholic church.
6. 4,800 pounds of bacon has been distributed. All this plus many individuals donate a loaf of bread, a gallon of milk, a package of lunch meat, etc., small items on a daily basis for distribution.
7. 4,500 pounds of bakery products have been donated from a local bakery. Each week pies, breads, sweet rolls, cakes and cookies are being picked up.

As of this date E.C.S. has fed 4,900 individuals, 3,600 being our people and 1,300 through other agencies.

With the help of God our goal for next year is to double these figures. Our other goal is to obtain a building to house all of our programs.

I respectfully submit this report and figures to the Glory of Our Lord, Jesus Christ.
Jerry Funes, President Episcopal Community Services.

Board of Directors: The Rev. John Blakslee, Secretary; Richard Wolf, Vice-President; Marlene Wolf, Treasurer; The Rev. Susan Blubaugh; The Rev. David Hyndman; The Rev. Patrick Heiligstedt.

NOTICE TO THE DIOCESE OF NORTHERN INDIANA REGARDING ALTERATIONS TO THE CONSTITUTION OF THE EPISCOPAL CHURCH

Alterations to the constitution of the Episcopal Church approved on First Reading in 1994 to be given final consideration at the General Convention of 1997.

In compliance with the requirements of Article XII of the Constitution and of Canon I.1.1(e), notice is hereby given of the alterations of the Constitution, proposed at the General Convention of 1994 and to be finally acted upon at the General Convention of 1997.

As stipulated in I.1.1(e), it is the duty of the diocesan Secretary:

> to make known such proposed alterations. . . of the Constitution . . . to the Convention of his Diocese at its next meeting, and to certify to the Secretary of the House of Deputies that such action has been taken.

The alterations are as follows:

A018a

RESOLVED, the House of Bishops concurring, That Article II, Section 4, of the Constitution be amended as follows:

> Sec. 4. It shall be lawful for a Diocese, ~~with consent~~ at the request of the Bishop of that Diocese, to elect ~~one or more~~ not more than two Suffragan Bishops, without right of succession***; and be it further

RESOLVED, that a copy of this amendment be sent to the Secretary of the Convention of every Diocese to be made known to the Diocesan Convention at its next meeting.

D066a

RESOLVED, the House of Deputies concurring, That Article XII of the Constitution be amended to read as follows:

> No alteration of or amendment of this Constitution shall be made unless the same shall be first proposed at one regular meeting of the General Convention and ~~by a resolve thereof~~ be sent to the Secretary of the Convention of every Diocese, . . .
>
> and be it further

RESOLVED, that a copy of this amendment be sent to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next meeting.

The Rev'd. Canon John E. Schramm
Secretary of the Convention

SUMMARY OF THE ACTIONS OF THE DIOCESAN COUNCIL FOR THE YEAR 1995

Diocesan Council functions much like the parish vestry - much of the time being taken up with routine matter of finance.

Meeting of 28 January

Took action to assist St. Christopher's Church in circumstances attendant upon retirement of its rector. Approved new rates for the use of the Wawasee Center.

Meeting of 3 June

Began discussion of the necessity of a diocesan policy manual; approved the consideration of HMO options for diocesan clergy.

16 September

Took action to implement an old diocesan action with regard to annuities for clergy living in provided housing; action taken to secure Holliman Associates' help in planning the renovation of the Wawasee Center and All Saints' Church.

7 October
Assessment Reduction hearings. Parishes assisted were: St. Elizabeth's, Culver; and St. James', Goshen.

Submitted by
The Rev'd Canon John E. Schramm, Secretary

RESOLUTIONS

RESOLUTION #1
(Passed)
Presented by the Committee on Constitution and Canons
Amend Canon 2 Providing for an Episcopate Relations Committee

RESOLVED, that Canon 2 is hereby amended by adding a new Section 12, reading as follows:

Sec. 12. a. The Episcopate Relations Committee shall consist of two (2) presbyters and two (2) lay persons selected by the Convention, each of whom shall serve a term of two (2) years designated in such a manner as will require the election of a presbyter and a lay person at each annual convention.

b. The Episcopate Relations Committee shall report annually to the Diocesan Council and to the Convention on the work of the Bishop of the Diocese and shall make recommendations to the Diocesan Council and to the Convention for the maintenance and pastoral support of the Episcopate.

c. No member of the Episcopate Relations Committee shall concurrently on the Standing Committee nor the Diocesan Council.

RESOLUTION #2
(Passed)
Presented by the Committee on Constitution and Canons
Amend Canons 4 and 12

RESOLVED, that Canon 4, Section 2 is hereby amended by striking the second sentence of the paragraph that reads: ~~The three (3) clerical members shall constitute the ecclesiastical court of the Diocese;~~ and be it further

RESOLVED, that Canon 12, Section 1 is hereby amended by striking the words ~~Canon 1~~ and adding at the end of the sentence, "excluding those sections that apply solely to the Bishop"; and be it further

RESOLVED, that subsequent Sections 2-5 are hereby deleted and replaced with the following:

Section 2. The Ecclesiastical Trial Court shall consist of two (2) presbyters and one (1) lay person elected by the convention in such a manner as will require the election of one member of the Court at each annual Convention.

Section 3. The Ecclesiastical Trial Court shall fill vacancies which may occur in its membership. Any member so elected shall serve until the next Convention which shall elect a member to fill the unexpired term.

Section 4. If vacancies occur under the provisions of Title IV, Canon 4, Section 8, the Court shall elect other members to serve for the purposes of that proceeding.

Section 5. The Standing Committee shall appoint a Church Attorney for purposes of ecclesiastical discipline under this canon.

Section 6. These additions are to take effect January 1, 1996. This section will be editorially deleted after the above date.

RESOLUTION #3
(Passed)
Presented by
Sharon Katona, Diocesan Treasurer and
The Rev. David L. Seger, Canon to the Ordinary
Amend Rule of Order #3, Section A

RESOLVED, that Rule of Order #3, Section A is hereby amended by striking the word sixty (60) and substituting the word forty-five (45) so that the section reads: All resolutions and a written report from the Nominating committee shall be completed and circulated to the convention delegates at least ~~sixty (60)~~ forty-five (45) days prior to the Convention.

THE
DIOCESE OF NORTHERN INDIANA

JOURNAL

OF THE

PROCEEDINGS

OF THE

NINETY-EIGHTH

ANNUAL CONVENTION

A.D. 1996

JOURNAL OF THE PROCEEDINGS

of the

NINETY-EIGHTH ANNUAL CONVENTION

of the

DIOCESE OF NORTHERN INDIANA
November 8-9, 1996

To Which are Added
Parochial and Diocesan Reports and Appendices

PUBLISHED BY THE SECRETARY - AUGUST 1997

	Pledge Payments	Average Pledge per week for 1996	Average Pledge per week for 1997	Total Revenue Operating Accounts	Work within the Congregation	Total Expenditures	
Angola	36,659.45	27.11	0.00	56,555.61	60,656.11	67,927.99	2,002.00
Berne,							
Bristol	140,140.00	47.28	36.32	173,466.00	128,525.00	150,323.00	127.00
Chestei Francis	22,999.00	15.80	19.89	33,981.00	20,168.00	25,551.00	100.00
Crown F Christ	28,991.75	14.30	16.81	32,256.47	22,841.41	34,916.17	102.00
Culver, Elizab		0.00		15,700.02	12,656.64	14,348.64	156.00
East Ch Shepher	14,774.00	23.68	20.77	25,417.40	23,270.75	25,417.40	106.00
Elkhart David's	78,469.00	38.69	38.95	96,137.26	75,773.25	93,655.36	138.00
Elkhart	224,700.77	24.01	23.71	290,234.29	235,201.80	301,027.11	51.00
Fort Wa Alban's	87,778.00	17.22	19.32	135,030.00	103,876.00	131,994.00	104.00
Fort Wa Church	96,803.00	29.09	37.82	190,429.94	102,708.03	128,959.62	
Fort Wa	341,248.13	24.95	27.26	636,348.92	414,226.18	504,077.76	
Gary St Augusti	87,529.00	34.35	19.13	94,028.00	82,494.00	93,659.00	51.00
Gary St							154.00
Gas City Paul's	26,787.00	25.76	23.53	36,286.00	25,028.00	32,370.00	101.00
Goshen,	62,840.00	30.99	34.65	92,237.00	81,749.00	93,695.00	101.00
Griffith Timothy	37,172.00	12.32	18.79	64,742.00	34,904.00	49,609.00	105.00
Hobart, Stephen	20,848.00	14.32	13.53	39,948.00	31,175.00	39,815.00	103.00
Howe, St	23,376.00	17.29	19.23	28,158.00	29,469.00	34,192.00	116.00
Hunting the Kin	49,229.00	27.05	30.10	64,788.18	62,280.45	70,753.43	

Journal 1996

	Baptized 16 yrs and older	Baptized under 16 years	All Baptized People	Baptized members at year end	Confirmations	Received	Present inGood Standing	Sunday	Weekday	Private	Marriages	Burials	Teachers	Children	Pledging Units 1996	Pledging Units 1997	Pledged Amount for 1997	Plate Offerings	Pledge Payments	Average Pledge per week for 1996	Average Pledge per week for 1997	Total Revenue Operating Accounts	Work within the Congregation	Total Expenditures
Angola, Holy Family	0.43	0.06	49.00	48.00	0.00	0.00	49.00	90.00	0.00	16.00	0.01	0.01	0.02	0.07	0.26	0.32		2,671.80	36,659.45	27.11	0.00	56,555.61	60,656.11	67,927.99
Berne, St. George	No report																							
Bristol,St. John's	1.29	0.55	194.00	205.00	0.10	0.00	120.00	106.00	23.00	27.00	0.01	0.03	0.12	0.55	0.57	0.52	98,200.00	11,715.00	140,140.00	47.28	36.32	173,466.00	128,525.00	150,323.00
Chesterton, St. Francis'	0.85	0.43	128.00	121.00	0.04	0.02	88.00	52.00	69.00	23.00	0.01	0.01	0.01	0.09	0.28	0.29	30,000.00	629.00	22,999.00	15.80	19.89	33,981.00	20,168.00	25,551.00
Crown Point, St. Christopher's	0.65	0.17	82.00	82.00	0.06	0.00	76.00	52.00	3.00	90.00	0.00	0.03	0.06	0.16	0.39	0.28	24,474.00	1,299.59	28,991.75	14.30	16.81	32,256.47	22,841.41	34,916.17
Culver, St. Elizabeth's	0.32	0.00	32.00	32.00	0.00	0.00	32.00	0.00	7.00	5.00	0.00	0.02	0.00	0.00	0.12	0.12		15,527.10		0.00		15,700.02	12,656.64	14,348.64
East Chicago, Good Shepherd	0.90	0.33	123.00	125.00	0.00	0.00	55.00	52.00	246.00	32.00	0.00	0.01	0.01	0.04	0.17	0.17	18,362.00	7.00	14,774.00	23.68	20.77	25,417.40	23,270.75	25,417.40
Elkhart, St. David's	0.93	0.41	134.00	138.00	0.01	0.02	87.00	101.00	54.00	73.00	0.01	0.04	0.09	0.30	0.39	0.37	74,932.00	7,646.42	78,469.00	38.69	38.95	96,137.26	75,773.25	93,655.36
Elkhart, St. John's	4.90	1.90	680.00	706.00	0.08	0.00	385.00	155.00	146.00	156.00	0.03	0.13	0.10	0.58	1.80	1.72	212,106.40	5,736.88	224,700.77	24.01	23.71	290,234.29	235,201.80	301,027.11
Fort Wayne, St. Alban's	3.01	0.73	374.00	375.00	0.00	0.01	130.00	104.00	61.00	97.00	0.02	0.03	0.09	0.43	0.98	0.88	88,400.00	10,028.00	87,778.00	17.22	19.32	135,030.00	103,876.00	131,994.00
Fort Wayne, Grace Church	1.52	0.59	211.00	191.00	0.03	0.03	110.00	76.00	12.00	16.00	0.01	0.00	0.12	0.63	0.64	0.48	94,400.00	10,925.14	96,803.00	29.09	37.82	190,429.94	102,708.03	128,959.62
Fort Wayne, Trinity	8.59	1.21	980.00	895.00	0.02	0.02	730.00	124.00	160.00	46.00	0.06	0.12	0.18	1.35	2.63	2.66	377,093.00	12,005.22	341,248.13	24.95	27.26	636,348.92	414,226.18	504,077.76
Gary St. Augustine's	1.79	0.14	193.00	193.00	0.00	0.00	193.00	102.00	52.00	147.00	0.01	0.01	0.00	0.00	0.49	0.48	47,749.00	1,404.00	87,529.00	34.35	19.13	94,028.00	82,494.00	93,659.00
Gary St. Barnabas	No Report																							
Gas City, St. Paul's	0.45	0.05	50.00	49.00	0.01	0.00	50.00	51.00	29.00	18.00	0.00	0.01	0.00	0.00	0.20	0.16	19,580.00	1,760.00	26,787.00	25.76	23.53	36,286.00	25,028.00	32,370.00
Goshen, St. James	0.79	0.16	95.00	86.00	0.01	0.00	89.00	107.00	91.00	79.00	0.00	0.04	0.09	0.16	0.39	0.34	61,254.00	11,201.00	62,840.00	30.99	34.65	92,237.00	81,749.00	93,695.00
Griffith St. Timothy's	1.43	0.39	182.00	307.00	0.00	0.00	143.00	54.00	7.00	3.00	0.05	0.03	0.04	0.34	0.58	0.44	43,000.00	3,886.00	37,172.00	12.32	18.79	64,742.00	34,904.00	49,609.00
Hobart, St. Stephen's	0.97	0.29	126.00	125.00	0.00	0.00	63.00	52.00	7.00	3.00	0.01	0.02	0.04	0.16	0.28	0.23	16,176.00	9,380.00	20,848.00	14.32	13.53	39,948.00	31,175.00	39,815.00
Howe, St. Mark's	0.49	0.10	59.00	74.00	0.00	0.00	44.00	54.00	20.00	21.00	0.06	0.15	0.00	0.00	0.26	0.22	22,000.00	2,289.00	23,376.00	17.29	19.23	28,158.00	29,469.00	34,192.00
Huntington, Christ the King	1.35	0.46	181.00	170.00	0.08	0.00	108.00	55.00	43.00	36.00	0.01	0.05	0.05	0.30	0.35	0.39	61,050.00	6,839.72	49,229.00	27.05	30.10	64,788.18	62,280.45	70,753.43

	Baptized 16 yrs and older	Baptized under 16 years	All Baptized People	Baptized members at year end	Confirmations	Received	Present inGoo Standing
Kokomo, St. Andrew's	2.90	0.76	366.00	354.00	0.07	0.03	224.00
LaPorte, St.Paul's	1.73	0.16	189.00	218.00	0.02	0.00	112.00
Logansport, Trinity	0.41	1.38	179.00	172.00	0.05	0.01	134.00
Marion, Gethsemane	1.34	0.26	160.00	156.00	0.05	0.00	117.00
Michigan City St. Andrew's	0.71	0.22	93.00	78.00	0.01	0.01	74.00
Michigan City, Trinity	1.50	0.56	216.00	227.00	0.05	0.00	216.00
Mishawaka, St. Paul's	0.64	0.04	68.00	213.00	0.00	0.00	59.00
Munster, St. Paul	No Report						
Plymouth, St. Thomas	2.43	0.47	290.00	291.00	0.00	0.00	156.00
Rensselaer, St. Peter's	0.10	0.04	14.00	18.00	0.00	0.00	10.00
South Bend, Cathedral	3.53	0.85	438.00	432.00	0.04	0.03	308.00
South Bend, Holy Trinity	0.83	0.14	97.00	95.00	0.01	0.01	78.00
South Bend, St. Michaels	2.80	0.88	368.00	361.00	0.09	0.00	205.00
Syracuse, All Saints	0.60	0.12	72.00	73.00	0.00	0.00	35.00
Valparaiso, St. Andrew's	2.90	0.92	382.00	409.00	0.11	0.00	227.00
Warsaw, St. Anne's	3.75	1.52	527.00	484.00	0.04	0.04	403.00
TOTALS	56.93	16.39	7,332.00	7,503.00	0.98	0.23	4,910.00 3

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	Baptized 16 yrs and older	Baptized under 16 years	All Baptized People	Baptized members at year end	Confirmations	Received	Present in Good Standing	Sunday	Weekday	Private	Marriages	Burials	Teachers	Children	Pledging Units 1996	Pledging Units 1997	Pledged Amount for 1997	Plate Offerings	Pledge Payments	Average Pledge per week for 1996	Average Pledge per week for 1997	Total Revenue Operating Accounts	Work within the Congregation	Total Expenditures
Kokomo, St. Andrew's	2.90	0.76	366.00	354.00	0.07	0.03	224.00	116.00	69.00	395.00	0.03	0.07	0.10	0.36	1.58			18,868.47	195,096.02	23.75	0.00	272,187.00	216,364.51	280,652.52
LaPorte, St.Paul's	1.73	0.16	189.00	218.00	0.02	0.00	112.00	103.00	169.00	21.00	0.03	0.09	0.05	0.23	0.90	0.79	64,000.00	1,730.00	74,803.00	15.98	15.58	123,693.00	97,112.00	125,060.00
Logansport, Trinity	0.41	1.38	179.00	172.00	0.05	0.01	134.00	105.00	15.00	78.00	0.01	0.01	0.04	0.22	0.37	0.42	50,376.00	1,541.00	50,108.00	26.04	23.07	53,314.00	55,009.00	66,258.00
Marion, Gethsemane	1.34	0.26	160.00	156.00	0.05	0.00	117.00	101.00	50.00	81.00	0.02	0.03	0.07	0.32	0.46	0.61	88,748.00	3,324.00	98,642.00	41.24	27.98	139,669.00	78,362.00	99,540.00
Michigan City St. Andrew's	0.71	0.22	93.00	78.00	0.01	0.01	74.00	101.00	73.00	19.00	0.01	0.02	0.03	0.15	0.29	0.51	62,989.00	2,084.90	55,009.06	36.48	23.75	65,710.60	97,452.96	111,514.56
Michigan City, Trinity	1.50	0.56	216.00	227.00	0.05	0.00	216.00	154.00	120.00	108.00	0.01	0.05	0.13	53.00	1.04	1.00	117,308.00	6,879.80	124,355.25	22.99	22.56	165,345.04	136,037.90	162,735.09
Mishawaka, St. Paul's	0.64	0.04	68.00	213.00	0.00	0.00	59.00	51.00	11.00	27.00	0.00	0.03	0.03	0.05	0.41	0.39	51,145.00	9,163.00	41,813.00	19.61	25.22	57,373.00	47,129.00	60,315.00
Munster, St. Paul	No Report																							
Plymouth, St. Thomas	2.43	0.47	290.00	291.00	0.00	0.00	156.00	104.00	111.00	53.00	0.01	0.05	0.08	0.36	0.71	0.68	111,300.00	3,358.28	107,031.63	28.99	31.48	165,171.35	106,740.16	148,775.75
Rensselaer, St. Peter's	0.10	0.04	14.00	18.00	0.00	0.00	10.00	51.00	4.00	10.00	0.00	0.00	0.01	0.04	0.05	0.04	6,200.00	1,159.00	6,239.00	24.00	29.81	9,600.00	6,951.00	8,974.00
South Bend, Cathedral	3.53	0.85	438.00	432.00	0.04	0.03	308.00	138.00	123.00	107.00	0.04	0.08	0.17	0.54	0.83	1.00	171,009.00	9,282.00	194,580.66	45.08	32.89	318,637.19	225,817.59	293,539.73
South Bend, Holy Trinity	0.83	0.14	97.00	95.00	0.01	0.01	78.00	106.00	42.00	63.00	0.00	0.01	0.01	0.09	0.51	0.47	45,904.00	1,960.25	46,764.70	17.63	18.78	55,675.34	49,469.38	58,625.56
South Bend, St. Michaels	2.80	0.88	368.00	361.00	0.09	0.00	205.00	156.00	142.00	55.00	0.05	0.01	0.11	0.47	1.10	0.49	102,572.00	3,817.55	171,507.24	29.98	40.26	577,856.91	394,601.68	425,084.80
Syracuse, All Saints	0.60	0.12	72.00	73.00	0.00	0.00	35.00	102.00	38.00	32.00	0.01	0.02	0.07	0.07	0.28	0.27	31,044.00	3,350.00	30,822.00	21.17	22.11	36,963.00	33,024.00	36,588.00
Valparaiso, St. Andrew's	2.90	0.92	382.00	409.00	0.11	0.00	227.00	100.00	66.00	32.00	0.04	0.05	0.10	0.59	1.16	1.01	150,415.00	10,444.00	145,506.00	24.12	28.64	173,360.00	144,195.00	166,918.00
Warsaw, St. Anne's	3.75	1.52	527.00	484.00	0.04	0.04	403.00	127.00	52.00	44.00	0.03	0.08	0.11	1.17	1.06	1.08	222,200.00	7,699.00	223,143.00	40.48	39.57	382,879.00	198,424.00	236,728.00
TOTALS	56.93	16.39	7,332.00	7,503.00	0.98	0.23	4,910.00	3,002.00	2,115.00	2,013.00	0.59	1.34	2.13	62.82	21.53	18.83	2,563,986.40	199,612.12	2,945,764.66	24.76	28.94	4,703,178.52	3,433,692.80	4,178,600.49

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DIOCESAN DIRECTORY
THE EXECUTIVE

THE BISHOP
The Right Reverend Francis Campbell Gray
117 North Lafayette Boulevard, South Bend, Indiana 46601

CANON TO THE ORDINARY AND ADMINISTRATIVE ASSISTANT
The Rev'd Canon David L. Seger
117 North Lafayette Boulevard, South Bend, Indiana 46601

SECRETARY
The Rev'd Canon John E. Schramm
P.O. Box 421, Plymouth, Indiana 46563

ASSISTANT SECRETARY
The Rev'd Canon David L. Seger

TREASURER
Mrs. Sharon Katona
117 North Lafayette Boulevard, South Bend, Indiana 46601

COMMISSION ON MINISTRY
The Rev'd Frank Moss, Chairman

CHANCELLOR OF THE DIOCESE
The Hon. David Wright

THE LEGISLATIVE BODIES
THE CONVENTION

The Bishop, President
The Treasurer
The Chancellor
The Clergy
The Lay Delegates

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THE COMMITTEE ON CONSTITUTION AND CANONS
The Chancellor, Chairman
The Rev'd Stephen Gerth (1999)
Jay Rigdon (1998)
Joseph Weaver (1997)
The Rev'd David Seger, *ex officio*

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Mrs. Clifford King Harbin
Mr. Tim Walker
The Rev'd Dale Hathaway

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The Rev'd Robert Fitzpatrick, Chair
Ms. Carmen Oswalt
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Ms. Dawn Heady
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Mrs. Charlotte Stowhorn (1997)
Ms. Kay Miller (1997)
The Rev'd Dcn. Carl Gilland (1998)
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The Rev'd David Seger, *ex officio*

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The Rev'd Susan Blubaugh
Mr. Richard Wolf

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Mr. Jack Luchtman

SOUTH BEND DEANERY (Retire 1998)
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Mr. Peter Berry

ELKHART DEANERY (Retire 1997)
The Rev'd Richard Kallenberg
Mr. Samuel Sommers

FORT WAYNE DEANERY (Retire 1998)
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Mr. Daniel Ewing

WABASH VALLEY DEANERY (Retire 1997)
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Mrs. Kathleen Fluhrer

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Mrs. Martha Kahn (Retire 1997)
The Very Rev'd Frederick Mann (Retire 1998)
Dr. Jack Mapes (Retire 1998)
The Rev'd Frank Moss (Retire 1999)
Mrs. Nancy Wiese (Retire 1999)

OTHER BODIES

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The Rev'd Martin Lavengood (Retire 1999)
Ms. Jill Gutreuter (Retire 1999)
The Rev'd Robert Fitzpatrick (Retire 1997)
Mr. William W. Bissell (Retire 1997)
The Rev'd Dcn. Theodore Neidlinger (Retire 1998)
Mrs. Charlotte Strowhorn (Retire 1998)

THE GREATER CATHEDRAL CHAPTER
The Rev'd Linda Hughes (Retire 1998)
Mr. J.W. Miller (Retire 1998)
The Rev'd David Ottsen (Retire 1997)

DEPUTIES TO THE 1997 GENERAL CONVENTION

The Rev'd Dabney Smith
The Rev'd Michael Basden
The Rv'd Margaret Harker
The Very Rev'd Frederick Mann
Mrs. Nancy Moody
Mrs. Charlotte Strowhorn
Mr. LeRoy Lacey
Mrs. Anne Donnelly

ALTERNATE DEPUTIES TO THE 1977 GENERAL CONVENTION

The Rev'd Derek Harbin
The Rev'd Richard Kallenberg
The Rev'd Frank Moss
The Rev'd Dcn. Richard Miller
Mr. Albert Harker
Mr. Gilbert Streeter
Mrs. Suzanne Stiene
Mr. R. Wyatt Mick

DEPUTIES TO PROVINCIAL SYNOD

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The Rev'd Dcn. Richard Miller (Retire 1999)
Mrs. Nancy Wiese (Retire 1997)
Mrs. Anne Donnelly (Alternate -- Retire 1997)
Mrs. Cynthia Guzzo (Retire 1998)
Ms. Laurie Douglass (Alternate -- Retire 1998)

ECCLESIASTICAL TRIAL COURT

The Rev'd David Hyndman (Retire 1999)
Ms. Kay Miller (Retire 1997)
The Rev'd Canon John Schramm (Retire 1998)

EPISCOPATE RELATIONS COMMITTEE

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Mr. Richard Wolf (Retire 1998)
Mrs. Deborah Ottsen (Retire 1997)

DIOCESAN ECUMENCIAL OFFICER

The Rev'd David Hyndman
The Rev'd Paul Tracy (Deputy)

EPISCOPAL/LUTHERAN DIALOGUE COMMITTEE

The Rev'd Robert Bizzaro
The Rev'd Paul Tracy

EPISCOPAL CHURCH WOMEN

Mrs. Nancy Lunde, President
Mrs. Charlotte Strowhorn, Vice President
Mrs. Nancy Wiese, Secretary
Mrs. Kathleen Fluhrer, Treasurer

PROGRAM COMMITTEES

THE WAWASEE EPISCOPAL CENTER BOARD
Mr. J.W. (Windy) Miller, Chair

THE COMMITTEE ON RECOVERY MINISTRIES
The Rev'd Dcn. Frank McKee, Chair

THE COMMITTEE ON STEWARDSHIP
Mr. John Ritter, Chair

HAPPENING STEERING COMMITTEE
Mrs. Katherine White

CURSILLO SECRETARIAT
Mr. Chuck Dorgan, Lay Director
The Rev'd Derek Harbin, Spiritual Director

THE FINANCE COMMITTEE
The Bishop
The Rev'd Richard Kallenberg, Chair

THE PRESIDING BISHOP'S FUND FOR WORLD RELIEF
Mrs. Charlotte Strowhorn, Diocesan Representative

INSTITUTE FOR CHRISTIAN FORMATION
The Revd Dcn. Richard Miller, Chair

THE COMMITTEE ON CONGREGATIONAL REVITALIZATION AND DEVELOPMENT
The Rev'd Dabney Smith, Chair

OFFICIAL CLERGY LIST 1995

Clergy Status	Last Name	First	Middle	Date Recorded	From
Bishop	*Gray	Francis	Campbell	31 Oct 1986	Central Florida
Parochial	*Phelps	C.	Richard	20 Apr 1963	Ordained
	*Hyndman	David	L.	30 May 1964	Ordained
	*Meyer	John	E.	1 Nov 1976	Indianapolis
	*Schramm	John	E.	21 Apr 1982	Chicago
	*Comer	Harold	L.	30 Nov 1983	Ordained
	*Holifield	Loyd	W.	24 Oct 1984	Colorado
	*Morgan	Philip		18 Sep 1985	Swans. & Brecon
	*Smith	Larry	J.	16 May 1986	Ordained
	*Basden	Michael	P.	22 Jun 1987	Central Florida
	*King	Frank	H.	12 Sep 1987	Ordained
	*Kallenberg	Richard	A.	18 Sep 1987	Fond Du Lac
	*Hathaway	Dale	C.	1 Feb 1988	Milwaukee
	*Gerth	Stephen	S.	8 Dec 1988	Louisiana
	*Lynn	Robert	N.	12 Sep 1989	Chicago
	*Smith	Dabney	T.	16 Oct 1989	Central Florida
	*Fitzpatrick	Robert	L.	10 Sep 1990	Newark
	*Moss	Frank	H.	10 Oct 1990	Connecticut
	*Scott	Shelby	H.	21 Feb 1991	Oklahoma
	*Randolph	Henry	George	10 Mar 1991	Louisiana
	*Velthuizen	Teunisje		12 Sep 1991	Western Michigan
	*Blubaugh	Susan	Jo	20 Dec 1991	Ordained
	*Ormos	C.	Patrick	13 Jan 1992	Montreal
	*Haas	Michael	J.	28 Mar 1992	Roman Catholic
	*Harbin	J.	Derek	15 Jun 1992	W. North Carolina
	*Mann	Frederick	E.	9 Feb 1993	Central Florida
	*Thompson	Mark	A.	1 Mar 1993	Vermont
	*Harker	Margaret	G.	4 Apr 1993	Ordained
	*Traquair	Megan		13 Jul 1994	Los Angeles
	*Carver	John	Phillip	22 Jul 1994	Idaho
	*Ottsen	David	Keith	18 Oct 1994	Oklahoma
	*Lavengood	Martin		15 Nov 1994	New York
	*Hughes	Linda		25 Mar 1995	Ordained
Non-	Minnix	George	R.	25 Jan 1964	Ordained
Parochial	Lansford	Theron	G.	9 Oct 1971	Ordained
	Mack	Ross		7 Jan 1977	Milwaukee
	*Smith	Paul	R.G.	13 May 1983	Ordained
	North	Mark	R.J.	25 Aug 1986	Eastern Orthodox
	Bradshaw	Paul	F.	15 Jan 1988	Oxford
	*Seger	David	L.	26 Aug 1991	Louisiana
Deacon	*Taylor	Robert	M.	16 Nov 1984	Ordained
	*Miller	M.	Richard	4 Jan 1989	Ordained
	*Taylor	Gloria	A.	12 Jun 1989	Ordained
	*Finster	Mary	Ruth	8 May 1990	Ordained
	*Zunkel	Alvin	P.	1 Jul 1991	Ordained
	*Neidlinger	Theodore	Paul	9 Oct 1991	Ordained
	*Ring	Roberta	Kay	9 Oct 1991	Ordained
	*McKee	Francis	L.	9 Oct 1991	Ordained
	Wolford	Arthur	C.	9 Oct 1991	Ordained
	*Illes	Joseph	Paul	9 Oct 1991	Ordained

	Richardson	Leslie	S.L.	9 Oct 1991	Ordained
	*Miller	Janice	H.	18 Oct 1993	Central Florida
	*Carver	Barbara		17 Oct 1994	IdahoY
	*Gilland	Carl		4 Dec 1993	Ordained
	*Samra	Gordan		30 Nov. 1995	Ordained
	*Dorgan	Anne		30 Nov. 1995	Ordained
	*VanParis	Cynthia		16 Oct. 1996	Ordained
Retired	*Sheridan	William	C.R.	15 Jan 1945	Maryland
	Mosier	Bruce	B.	23 Jun 1946	Ordained
	Wood	George	B.	13 Oct 1947	Milwaukee
	Dexter	Wilbur	B.	1 Feb 1949	Chicago
	Reid	Benedict		23 Nov 1953	Ordained
	Douglass	Eugene	O.	22 May 1954	Quincy
	Center	Robert	J.	20 Dec 1956	Springfield
	*McCormick	R.	Bradley	1 Sep 1957	Pittsburgh
	Davis	George	M.	2 Oct 1967	Dallas
	*Mitchell	Leonel	L.	1 Sep 1971	New York
	*Bizzaro	Robert		17 Jan 1972	New Jersey
	Williams	W.	Kenneth	16 Feb 1973	Central Florida
	Gibson	William		1 Jun 1974	Kansas
	Aldrich	Thomas	Bailey	15 Dec 1974	Chicago
	*Heiligstedt	Patrick	C.	22 Mar 1979	Milwaukee
	Klatt	William	B.	18 Nov 1983	Indianapolis
	Price	Clair	Edwin	12 Oct 1984	Ordained
	*Hernandez	Robert	G.	30 Apr 1986	Columbia
	Blakslee	John	C.	13 Jun 1975	Milwaukee
	Tracy	Paul	J.	25 Aug 1986	Idaho
	Tracy	Sarah	Shrewder	24 Aug 1986	Idaho
License	Hensel	Charles			
	VanVanlkenburgh	William	B.		
	Lodwick	James	N.		
	Griswold	Edwin	A.		
	Thornton	Michele	R.		
	Page, Jr.	Hugh	R.		
	McGowan	Andrew			
	Turrell	James			
	Geisler	Mark			

*Present at Convention

LAY DELEGATES SEATED AT CONVENTION 1995

CITY	PARISH OR DIOC OFFICE	NAME
	Diocesan Staff	*Ms. Elizabeth Low
		*Ms. Carol Gross
	Chancellor	*Mr. David Wright
	Parliamentarian	*Mr. Joseph Weaver
	Treasurer	Mrs. Sharon Katona
	Beacon	*Matt & Ann Caboneau
Angola	Holy Family	Mr. Robert Fitzwater
		Mrs. Mary Louise Goetchius
		Mr. F. Mayo Sanders
Berne	St. George	Mr. Bob Morris
Bristol	St. John of the Cross	Mrs. Betty Pratt
		Mrs. Cindy Keck
		Mrs. Sharon Pedler
Chesterton	St. Francis	Mr. Jim Claypool
		Mr. Jim Diffenbach
		Mrs. Barb Claypool
Crown Point	St. Christopher	Mrs. Dawn Heady
		Mrs. Ann Heiligstedt
		Mr. David Heady
Culver	St. Elizabeth	Mrs. Chris Stubblefield
East Chicago	Good Shepherd	Mrs. Marina Murphy
Elkhart	St. David	Mr. William Bissell
		Mrs. Cynthia Guzzo
		Mrs. Gloria Kramer
	St. John the Evangelist	Mr. Jon Walker
		Mr. Tim Walker
Ft. Wayne	St. Alban	Mr. Peter Crewe
		Mr. Robert Frede
		Mrs. Anne Donnelly
	Grace	Mr. Richard Harnly
		Mrs. Nancy Skiver
		Mr. Brent Fawcett
	Trinity	Mr. John Beatty
		Mr. John Schechter
		Mrs. Patricia Samra
Gary	St. Augustine	Mr. Robert Brown
		Mrs. Charlene Taylor
		Mr. Theodore Johnson

Gary	St. Barnabas	Mrs. Rose Staab Mrs. Sarah Hensel Mrs. Sandy Muckleroy
Gas City	St. Paul	Mrs. Gwen Black Mr. Robert Hoover Mrs. Patsy Smith
Goshen	St. James	Mr. Samuel Sommers Mr. Robert Moriarty Mr. David Zollinger
Griffith	St. Timothy	Mrs. Marlene Wolf Mr. Richard Wolf Mr. James Fitzsimmons
Hobart	St. Stephen	Ms. Eileen Fralinger Mrs. Audrey Feit
Howe	St. Mark	Mr. Norm Duesler Mr. James Parker Mrs. Sharon Parker
Huntington	Christ the King	Mrs. Carmen Oswalt Mr. Art McCord Mrs. Cathie Graves
Kokomo	St. Andrew	Mrs. Clifford Harbin Dr. Jack Mapes Mr. Phil Webb
LaPorte	St. Paul	Ms. Margaret Bender Mrs. Sula Foss Mr. Robert Richter
Logansport	Trinity	Mrs. Aletha Hartleroad Mrs. Sally Lipscomb Dr. Jeffrey Smith
Marion	Gethsemane	Ms. Mary Jo Sapp Mr. Randy Powers Ms. Esther Weaver
Michigan City	St. Andrew by the Lake	Mrs. Sandy Jocelyn Mrs. Marilyn McKay Mrs. Cheryl Ostermeier
	Trinity	Mr. Todd Koch Mr. Peter Ziesmer Ms. Rose Ray
Mishawaka	St. Paul	Mr. David Betz Mrs. Tamara Lewis

Munster	St. Paul	Mrs. Patricia Huizenga Mrs. Arlyne Jacobsen Mrs. Sherrell Stasiak
Plymouth	St. Thomas	Mrs. Mary Ellen Hamer Mrs. Kris Spaid Mrs. Linda Weidner
Rensselaer	St. Peter	Mrs. Marcia Pitcher
South Bend	Cathedral	Mr. Wyatt Mick Mrs. Gail Wing Mr. Michael Swadener
	Holy Trinity	Ms. Yolanda Illes Mr. Peter Beery Mr. Dale Davis
	St. Michael and All Angels	Mr. Robert Douglass Mrs. Karen Foster Mrs. Julia Long
Syracuse	All Saints	Mrs. Athene Gowthrop
Valparaiso	St. Andrew	Dr. William Olmstead Dr. Rebecca Crise Dr. Wendy Olmstead
Wabash	Resurrection	*Mrs. Suzanne Stiene
Warsaw	St. Anne	Ms. Doris Bosstick Dr. Tony Etienne Mr. Mike Hanna

*Indicates Non-Voting

RULES OF ORDER

FOR CONDUCTING THE BUSINESS OF THE CONVENTION OF THE DIOCESE OF NORTHERN INDIANA

1. The schedule and agenda of the convention shall be determined by the Bishop or the presiding officer reflecting the requirements of Canon No. 2, and to the extent practicable shall be announced prior to the opening of the Convention.

2. The Convention shall have the right, however, by a vote of two-thirds of the members of the convention present and voting to change such schedule or agenda, except those items mandated under Canon No. 2.

3. a) All resolutions and a written report from the Nominating committee shall be completed and circulated to the convention delegates at least forty-five (45) days prior to the convention.

b) Any resolutions submitted after this date, other than courtesy resolutions, will require a two-thirds (2/3) vote of the members of the Convention present in order to be considered by the Convention.

4. No motion shall be considered as before the House unless it is seconded and reduced to writing.

5. All main motions and amendments thereto shall require a majority vote of those present and voting, except for the following which shall require a two-thirds vote:

A. Suspension of the rules
B. The previous question
C. Changing the time limit of debate
D. Reconsideration, if proposed by one of the majority of the first decision.

6. A member may not speak more than once on any motion until all other delegates have had an opportunity to speak.

7. Speeches shall be limited to no more than three minutes in length, unless the member is speaking on behalf of a motion from a deanery when the member may speak for no more than four minutes.

8. All statements shall be delivered from the floor except for

A. Reports by officers, committee chairpersons, or their representatives
B. Special guests of the Convention.

9. Clergy of the Church not entitled to seats, and Candidates for Holy Orders in this Diocese shall be admitted to the sittings of the Convention, and their names entered in the journal on their reporting themselves to the Secretary, but without the right to take part in the proceedings.

10. In case a parliamentary problem should arise which is not covered by existing rules, the authority shall be ***Roberts Rules of Order, Newly Revised.***

11. The above shall be the Rules of Order of all future Conventions unless altered or rescinded and shall be published in the Journal of each Convention.

MINUTES OF THE DIOCESAN CONVENTION

The 98th Annual Meeting of the Convention of the Diocese of Northern Indiana began with the Conventual Mass at the Cathedral of St. James, South Bend, on 8th November 1996. Mass was celebrated by The Rt. Rev'd Francis C. Gray, Bishop of the Diocese of Northern Indiana and the Sermon was delivered by the special guest of the Convention, The Most Rev'd Edmond L. Browning, the Presiding Bishop of the Episcopal Church. After Mass the convention gathered for the convention Banquet at the Marriott Hotel. Convention was especially favored with a concert by the University of Notre Dame Folk Choir, under the direction of Steven C. Warner.

The business session of convention was called to order by Bishop Gray at 0908 on the 9th of November with prayer.

The Bishop called on The Rev'd Skip Comer of the credentials committee to give a report of the number of people present. While the final numbers were being totaled, Bishop Gray introduced several clergy who were doing interim work in the diocese and asked that they be seated with their delegations even though not resident in the diocese: The Rev'd Alexander Seabrook, from Diocese of Chicago who is serving St. Pauls' LaPorte; The Rev'd Charles Hensel, serving St. Timothy's, Griffith; The Rev'd Mark Geisler, curate at Trinity, Fort Wayne; and The Rev'd James Turrell, interim at the Cathedral.

Next Nan Lunde and officers of the Diocesan ECW were introduced.

Then Fr. Comer reported that 44 of 75 clergy eligible to vote were present and that 82 of 99 eligible lay delegates were present. The rules of order were adopted as printed in the journal.

Bishop Gray next nominated The Rev'd Canon John E. Schramm to be the Secretary of Convention and Mrs. Sharon Katona to be the Treasurer of the Diocese. Convention concurred with both nominations.

The Bishop now called attention to the appointments already made by him and printed in this journal, noting that others would be made after convention and duly reported.

Clergy new to the Diocese were then introduced: Mark Geisler, curate at Trinity Ft. Wayne, James Turrell, interim at the Cathedral a deacon soon to be ordained, and Anne Dorgan, Gordan Samra, and Cindy VanParis, new diocesan deacons.

It was reported that The Rev'd Canon Bruce Mosier was very ill. Prayers were now offered for him and for the repose of the soul of The Rev'd Paul Leatherbury who died January last.

The Rev'd Jack Meyer was wished Happy Birthday, and it was called to the attention of convention that The Rev'd John Blakslee had retired from St. Paul's, Munster, and that The Rev'd Shelby Scott was leaving St. John's, Bristol for Oklahoma.

It was then noted that Sylvia Rolas, the coordinator of refugee resettlement for State of Indiana was present at convention. St. Michael's, South Bend; Trinity, Logansport; and St. Andrew's, Kokomo, all are involved with refugees as the result of her presence last year.

Now came the report of the Committee on New Parishes and Missions, offering resolution #1 for adoption. The Rev'd Dabney Smith spoke of the progress of Resurrection, Wabash, and St. Mary's, Monticello. He moved adoption of the resolution which granted diocesan mission status to these fellowships. The resolution was unanimously adopted. Now came Susan Blubaugh, Vicar of St. Mary's and St. Peter's, to speak about St. Mary's. She concluded by presenting to Bishop Gray a piece of local artwork to commemorate this new work.

The Rev'd Robert Bizzaro was also called upon to speak briefly about the new mission in Wabash. Never had there been an Episcopal Church there.

At this point the election process began, with the presentation of the following ballots:

Ballot #1: Directors of the Diocese of Northern Indiana Foundation, Inc.

In the Clerical Order: one to be elected for a three-year term. Nominees are: The Rev'd J.P. Carver and The Rev'd Martin Lavengood.

In the Lay Order: one to be elected for a 3-year term. Nominees are: Ms. Jill Gutreuter and Mr. Mel Ring.

There being no additional nominations, the vote was ordered to be taken. Results reported later: the election of Fr. Lavengood and Ms. Gutreuter.

Ballot #2: The Greater Cathedral Chapter.

For a regular 2-year term, one Presbyter and One Lay Person to be elected. The nominees are The Rev'd Linda Hughes and Mr. J.W. (Windy) Miller.

The Richard Kallenberg moved that nominations cease and that an unanimous ballot be cast. All agreed, with the result that the only nominees were elected.

Ballot #3: The Standing Committee

One Presbyter and One Lay person are to be elected for a regular 3-year term. In the Clerical Order, the nominees are The Rev'd Philip Morgan and The Rev'd Frank Moss.

In the Lay Order the nominees are Mr. David Heady, and Ms. Nancy Wiese.

Since there were no further nominations, the vote was ordered. Results reported later indicated that Fr. Moss and Mrs. Wiese were elected.

Ballot #4: Delegates to Provincial Synod:

One member of clergy is to be elected for a 3-year term and one member of clergy for alternate 3-year term. The nominees are The Rev'd Robert Fitzpatrick and Archdeacon Richard Miller. No other nominations having been received, the vote was ordered, with the recommendation that the runner up to be elected as alternate. There being no objection, the vote was taken, with the result being that Fr. Fitzpatrick was elected delegate and Archdeacon Miller the alternate.

Ballot #5: The Ecclesiastical Trial Court.

One Presbyter is to be elected to a 3-year term. The nominees are: The Rev'd Dale Hathaway and The Rev'd David Hyndman. There being no nominations from floor, the vote was ordered. Results reported later: Fr. Hyndman was elected.

Ballot #6: The Episcopate Relations Committee.

One presbyter and one lay person are to be elected to a 2-year term. Nominees in the Clerical Order are: The Rev'd Derek Harbin and The Rev'd Henry Randolph.

Nominees in the Lay Order are: Mr. John Collins and Mr. Richard Wolf.

No additional nominations were made in either order, and the vote was ordered. Results reported later indicated that Fr. Randolph and Mr. Wolf were elected.

The Report of the Bishop's *ad hoc* committee on the Diaconate was then given by the Rev'd Derek Harbin {copies were published and distributed separately.} Convention was told that this report was to be officially given to the commission on Ministry and the Standing Committee.

Mrs. Arlyne Jacobsen was called upon to give report regarding the work of the Companion Relationship Committee. After narrating a little history of the formation of the committee, she updated convention on the current status of the relationship. She also said that the group from Indiana going to Honduras in January would like to take something from each parish, altar bread being finally settled upon.

The Rev'd Robert Fitzpatrick, chairman of the Resolutions Committee, moved the adoption of Resolution #2, concerning the establishment of a companion relationship with the Diocese of Honduras. It was seconded and passed. Bishop Gray also gave some history of his relationship with the Bishop Frade and his wife, Diana, and the needs of Honduras.

Mrs. Sharon Katona was now called upon to present the treasurer's report for 1995. As a result of the presentation of the report, a lengthy discussion ensued regarding the clarity of the accounting for diocesan funds. It was hoped that a uniform accounting might be done so that all funds could be reported clearly. It was also noted that the lines

of authorization for expenditure of funds did not seem clearly delineated. A recess was declared at 1025. Convention reconvened at 1045.

Upon reconvening, it was declared that 48 clergy present and 91 of 101 possible lay delegates. The increased total represented the admission of the two new missions and their delegates.

In order to conclude the discussion which had been taking place regarding accounting, the Rev'd Jack Meyer, moved the following resolution (which was duly seconded):

Resolved, That the Diocesan Council, working with the Finance Committee and the Director of the Northern Indiana Foundation, Inc., in consultation with the Structure Committee, be empowered to study and make recommendations to the 1997 Diocesan Convention concerning any structural and/or canonical changes needed to improve accounting and reporting of expenditures of all diocesan funds; and be it further

Resolved, That the above named bodies (Diocesan Council, Finance Committee, Diocese of Northern Indiana Foundation, Inc. and Structure Committee) be empowered to make immediate changes in accountability of all diocesan funds, as appropriate.

Derek Harbin moved that "inconsultation with the Structure Committee" be added to the original resolution. The amendment passed and the resolution also carried as amended.

Now The Rev'd Dabney Smith, assisted by a member of The Committee for Congregational Revitalization and Development, Julie Fitzsimmons, came to report on the work of the CRD. (Note: this report is included *infra*.) A narrative history of the establishment and closing of Christ Church, South Bend, was given. Also in the report is a suggested form for use in a petition for reduction in the Diocesan Assessment. Note: with the move of St. Michael's Grace Church and the start of missions in Wabash and Monticello, four of the eight mission area goals mentioned in 1991 have been met. After the report, questions were asked having to do with requests for fuller accounting of plans and disbursement of funds.

The Bishop's Address was given at 1120. {*vid. infra*}

The Rev'd Frank Moss asked for a personal privilege to give a response to Bishop's Address.

Mrs. Aleta Watton now came to give a report on the diocesan youth program. She began with the introduction of all the youth who are working here. Pages are: Andrea Duddek, Melissa Pleasant, Katie Gray, Ashton Smith, Jeff Foldenauer, Andrew Walker, Brad Mohnke, David Willoughby, and Sarah Powers; Youth Booth workers are: Carmen Blubaugh, Camille Blubaugh, Robbie Schrum, and Nate Banyai.

Noon day prayers were said at 1156: Adjournment for lunch took place at 1201.

Convention reconvened at 1336. Now 92 of 101 lay delegates eligible to vote were present.

Bishop Gray noted that training is now available for stewardship leaders in parishes through the diocesan stewardship committee.

Brian Grantz was then introduced as the senior seminarian and his ordination to diaconate was announced for 21 December 96.

Derek Harbin was appointed as diocesan liturgist.

A presentation on behalf of St. Margaret's House was now made by Ms. Kathy Snider, the director. {*vid infra*}

Mr. Rich Wolf from Episcopal Community Services now made a presentation. The Board is being expanded and development enhanced. Jerry Fumes had to retire because of ill health and now The Rev'd Bob Lynn was hired as executive director. Many kinds of assistance offered. (for the full address, *vid. infra*.)

The Report of the Episcopate Relations Committee was now given by The Rev'd Shelby Scott. Copies were presented to convention. Mrs. Deborah Ottsen presented to Bishop Gray and Karen contributions from all the parishes in the dioceses for the sabbatical the Gray's will be taking in the spring 1997 - with wishes and prayers for

renewal and refreshment.

The Rev'd Michael Basden and Fr. Scott reported next regarding the building project at All Saints', Syracuse. (For the report and prospectus *vid. infra.*)

The Rev'd Richard Kallenberg from the Finance Committee now came forward to present the 1997 Diocesan Budget and moved its adoption. There was a question about investment policy. The Foundation report spoke of a new policy to diversity investments but did not include the new diocesan growth fund. So it is not clear what the diocesan investment policy is. Fr. Fitzpatrick explained that the foundation uses the Diocesan Investment Trust to invest its funds. Now that the Diocese has the equity fund as well as the income fund, the Foundation will be using this as well. Everything that has come in from the Capital Campaign for the Endowment portion is invested in the growth fund. Another question was raised about how the diocesan endowment is invested and spent. The old portion is in the income fund and is spent every year. Since there is inflation, that reduces the value. Some concern was expressed that convention just spends this money. No further budget questions were asked. Finally the vote was taken. All concurred and the budget passed.

The Rev'd Frank Moss moved that convention recognize The Rev'd Shelby Scott and his family with gratitude or their ministry among us as they move not to Oklahoma. Convention gave him a standing ovation.

There being no further business, Convention adjourned with prayer and a blessing by Bishop Gray at 1446.

Respectfully submitted,

(The Rev'd Canon) John E. Schramm
Secretary to Convention

THE BISHOP'S CONVENTION ADDRESS
1996

As I look back on ten years of service as the Bishop of this Diocese, I observe a beautiful tapestry of love and devotion to God and to his Church. So many people have given so much of themselves and some of those are now joined with us in the communion of saints, praying with joy in the nearer presence of God. Names like Beverly Eddy, Father Jack Hughes, Barb Wood, Father Jack Bliven and Father Lin Eyrick come to mind. And there are many more, known to all of us, who served God in their time and left a heritage for us to build on.

If I have seen anything as Bishop, it is the willingness of you, God's people, to do something beautiful for God. You have built new churches and repaired old ones. You have broadened and deepened the ministry of Christ to be more inclusive and more encompassing. When I observe you each week, and visit different churches, I am moved by the variety of gifts and the singularity of purpose as you seek to serve God. Whether it is Lee Lacey leading a Faith Alive weekend, Rich Wolf or Susan Blubaugh at E.C.S., Nancy Wiese leading a Journey in Faith Class, Philip Morgan preaching to cadets, Arlyne Jacobsen organizing for mission in Honduras, Roberta Ring ministering to the dying, Katy White at a Happening meeting, or Charlotte Strowhorn promoting the Presiding Bishop's Fund for World Relief - wherever these people are, and hundreds more like them, Christ's hands and feet, his ears and eyes, are present.

What a joy it is to see you at work, and to observe the activity of God in the lives of his saints. Perhaps only a bishop can see such diversity of action and unity of purpose. You are feeding the poor and building churches, sheltering refugees and enjoying the fellowship of golf games and parish parties. You are catechizing the unchurched and raising our children in the faith. All of this you have done with the absence of rancor which is so evident in other parts of the church.

Ten years ago, when I was consecrated a bishop, I stood in your presence and made promises to God and to you. As an outline for this year's address, I will use some of the questions from the ordination service. One of the questions I was asked is:

Are you persuaded that God has called you to the Office of Bishop?

I am so persuaded and am aware that the longer I am a bishop, the more in need of grace I become. None of us can fulfill our calling as Christians without three things:

1) God's grace and strength
2) validation and encouragement by the community
3) a sense of vocation.

These three things apply whether one's vocation is to be a proofreader or a president; a boat boy or a bishop; a soldier or a seamstress. Showing God's grace and strength is the primary task of the gathered community, and you have done that. As your bishop, I have attempted to preach and teach Christ first and foremost, not centering my ministry in, though not ignoring, ecclesial issues which might distract us from learning about Christ. I believe that my primary task has been to lead this diocese through troubled times by pointing to Christ and fostering healthy congregations.

In this task, I have been greatly encouraged by your love and support. But even more important than your support of me has been the mutual validation and encouragement for ministry in our churches. Programs far too numerous to mention, call forth ministries of grace, whether they be youth programs, outreach ministries, study programs or small groups. We are all in the process of discovering our calling.

Will you be faithful in prayer and in the study of Holy Scriptures, that you may have the mind of Christ?

I have discovered that this is a hard promise to keep, due to the irregular hours,

the frequency of travel and the time constraints. Daily prayer is always possible, but sustained study is harder, and there is always the temptation to fall back on old material. The answer for me has been to take the time for an annual retreat; a week long marriage conference; a week of prayer and study at a conference center. Early next year, I will be taking a sabbatical - an extended time for prayer, reading and exercise. I am extremely grateful that you have provided me time for this. The doctor has told me that I am healthy, but too fat! My heart is fine, but I am tired. So, the sabbatical will be used for prayer, writing poetry, exercise, and time with Karen.

But all of us are called to be faithful in prayer and the study of scripture and I am encouraged by the growth in this diocese of prayer and study groups. E.F.M. classes and seminars, and clergy leadership in these areas.

Will you encourage and support all baptized people in their gifts and ministries?

For some time I have been thinking about new ways to broaden decision making in the diocese and ways in which we can become better organized and equipped for ministry.

If there has been one word which has been on the lips of diocesan leadership this fall, that word is "structure". The way a body of people engage in discourse, form groups, make decisions, carry out plans, all speaks of structure. Structure can "encourage and support the baptized in their gifts and ministries" and the time has come for us to reflect on decision making in our diocesan life.; Some of the following questions and statements which I have heard lead me to this conclusion.

What is the function and purpose of the Diocesan Council?
How does council relate to convention?
What is the function and purpose of deaneries?
Are our deaneries too big, too small, or just too inactive?
Can we find better ways on opening and closing congregations?
What is the relationship between aided congregations and convention?
How many committees does the diocese need?
Who builds the budget?

There are many more questions and we all are interested in having our questions answered. This year, the diocese will be engaging the services of a consultant to assist us in finding Godly answers to our questions of structure. Hopefully, there will be meetings held in several places so that many people can share their views as to how we can continue to be a diocese where the baptized are supported in their gifts and ministries.

I believe that this task of restructuring our organizational life will help us do better that which we are already doing - and I look forward to participating in this process.

Will you guard the faith, unity and discipline of the church?

This is a promise asked only of bishops at their ordinations and it is not asked of priests and deacons. The great Desmond Tutu once said that: "we Anglicans are an untidy lot." We lack the central power of a papacy or curia. Unlike the English Church, our bishops are publicly elected (Thanks be to God). Unlike the American Roman Catholic bishops, our meetings are held in public. Unlike the Methodist bishops, we do not have the power to move clergy, annually. Ours has been a church polity of civility, restraint, and common sense. Until recently! Our House of Bishops refuses to enact common codes of conduct. Governance in the House of Bishops has frequently been reduced to the signing of competitive documents by rival camps on the right and on the left. If one seeks to enforce a norm, then a bishop or two rises to protest, offering a conscience statement to be signed. I am not alone in my concern for the House of Bishops and for our seeming lack of direction. There are many other bishops who join in my concern and we are working and praying for God's direction in the future. We are seeking to build a solid center in the House and resist radical action and reactionary responses by bishops. Keep

us in your prayers as we attempt to be faithful leaders.

General Convention is an unwieldy body upon whom has been visited the hopes of many groups. In recent years, the "General Convention resolution" has been given a value it never was intended to have. Resolutions are voted up or down with great fanfare and then are disobeyed or ignored with impunity.

What is the answer to all of this discouraging news about the faith and unity of the church? First, we should not become cynical but should try to reform the church as best we can. Secondly, we can remember that the faith of the church does not reside in conventions or, ultimately, in meetings of bishops. Rather, our faith is enshrined in scripture, in the creeds and councils of the church, and in our Book of Common Prayer. The important resolutions for the future are those which change the Prayer Book.

Thirdly, we must remember that the basic unit of the church is not the National Church, but a diocese. I am called to guard the faith, unity and doctrine of this diocese. If Northern Indiana is a healthy, orthodox, growing diocese, then we can give thanks to God. This does not mean that we ignore or reject the church beyond. It does mean that we are called to be certain that the faith once delivered to the saints is faithfully lived here.

Speaking of the discipline of the church. I must speak of a horrible series of events which have taken place in the Diocese of Long Island. It has been reported in a pornographic magazine that a small group of Episcopal priests have been engaging the most despicable and perverted ways. These persons imported men from other countries for the purpose of sexual exploitation and have even desecrated church buildings. A full investigation has been called for and one priest has already resigned his orders. This lamentable behavior comes on the heels of the embezzlement scandal at the National Church Office and the suicide of a bishop.

As we collect ourselves after one more blow to our beloved church, let us not forget that most, almost all of our clergy and church workers are hard working, God-fearing, productive servants of God who carry out their ministries in faithful ways.

In the ninth century, B.C., the prophet Elijah lamented that the leadership of his community was apostate. He viewed himself as the remaining voice and failed to notice that others were faithful as well. "I am the only one left and now they want to kill me", Elijah told God at Mt. Horeb. Not so, said God, for there are 7,000 who have not bowed before Baal. (I Kings 19:18)

From this passage, we learn two things. First that ours is not the worst time in the world. Second, that there are always people who are quietly ready to take risks for God, and to do so without the consolation of being on the Mount of Horeb, when the vision appears.

Another question: ***Will you sustain your fellow presbyters and take counsel with them: will you guide and strengthen the deacons and all others who minister in the church?***

I am happy to say that the clergy of the Diocese of Northern Indiana are, as a group, among the finest in the church. We can be proud of our priests and deacons and I would not trade them for any other diocese in the country. Our sixteen deacons exhibit a servant ministry which is exemplary, and our priests are sensitive and thoughtful pastors. There are exceptions in our pastoral care, and occasionally, all of us clergy fall short of our calling. We are human and sin does reside in the clergy. But, for the most part, I am very proud of our clergy.

At a recent clergy retreat, several clergy shared their faith journeys. This was indicative of some extraordinary spiritual depth and some fine preaching.

And, I might add, that you the people of God have responded by raising the average diocesan salary ranking from 99th out of 100 dioceses to 69th (51st when adjusted for the cost of living factor) in the past decade.

Will you be merciful to all, show compassion to the poor and strangers and defend those who have no helper?

Much of what a bishop does in this respect has to be in an indirect way. As a parish priest, I occasionally helped in soup kitchens, assisted homeless persons, was an advocate for neglected and abused persons and worked for social change. As a bishop, my role is more indirect and is that of being a supporter and advocate of such fine programs as the Episcopal Community Services and Saint Margaret's House; encourager of support for Our Little Roses and the Diocese of Honduras. Through the discretionary fund, which so many of you generously support, help is given to those who have no helper. As your bishop, I am pleased that our youth will once again have a diocesan summer youth project and I rejoice in three of our congregations sponsoring refugees and a half dozen other churches having food pantries.

There is one question in the ordination services for deacons and priests which curiously does not appear in the Consecration of a Bishop. "Will you pattern your life and that of your family in accordance with the teachings of Christ?" Few people need the stability, balance, and love of a family more than does the bishop. Not having a parish family, he goes from place to place each week. He gives up direct spiritual influence over his children when he ceases to be a parish priest, and never again will give communion to the same people week after week. Few people know their bishop as they know their parish priest, and the bishop himself misses the opportunities of the "cure of souls". Being a bishop can be, and is, a joy and a challenge. Being a bishop gives one a chance to see the larger church with a view few people have. But, being a bishop can also be lonely and isolating - without a family. God has blessed me with ten years of being your bishop but he has blessed me even more with thirty one years of marriage. For me the sacrament of marriage is God's unique gift to me, and Karen is God's personal sacrament. God has also blessed us with three of the most wonderful children a person could ask for.

I must also speak of my extended family, the diocesan staff. They are my small group - these dedicated Christians - all members of this diocesan family - they are the ones who strengthen and encourage, support and uphold me on a day to day basis. Sharon Katona has been with us almost ten years and I hope we will find some appropriate way to thank her in the coming year. David Seger and Carole Gross have completed five years of service to this diocese, and in your name, I gave them a gift this past summer. Liz Low, Aleta Watton, Brenda Rigdon, Canon John Schramm, Archdeacon Rich Miller, Matt and Ann Carboneau and Teresa Betz all bring unique gifts to our diocese and I thank them for their ministry.

Ten years ago, I made the promises mentioned in this address, along with several other promises. I know more about those promises now than I did then. And, if asked those questions again, I would still answer in the affirmative for the love of God and for the service of this diocese. You are God's gift to me and I ask you to join me in continuing to build in this place something beautiful for God.

Francis C. Gray
Bishop of Northern Indiana

BISHOP'S OFFICIAL ACTS - 1996

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Other Visits to Congregations	19
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Special Diocesan Events

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Bishop Browning's Visit	

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THE DIOCESE OF NORTHERN INDIANA, INC.
Independent Auditor's Report

Warner, Armstrong & Jones

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To The Council
Diocese of Northern Indiana of the Episcopal Church, Inc.
South Bend, Indiana

We have audited the accompanying statements of financial position (cash basis) of Diocese of Northern Indiana of the Episcopal Church, Inc. as of December 31, 1995 and 1994 and the related (cash basis) statements of activity for the years then ended. These financial statements are the responsibility of management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 1, these financial statements were prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. The Diocese also did not record capital assets and the related depreciation prior to January 1, 1994.

In our opinion, except for the effects of not recording capital assets and related depreciation, the financial statements of Diocese of Northern Indiana of the Episcopal Church, Inc. present fairly, in all material respects, the financial position as of December 31, 1995 and 1994, and its support, revenue, expenses, and changes in net assets for the years then ended on the basis of accounting described in Note 1.

The additional information included on pages 10-13 has been subjected to auditing procedures applied in the audit of the basic financial statements, and in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Warner, Armstrong & Jones

June 28, 1996

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

STATEMENTS OF FINANCIAL POSITION - CASH BASIS
December 31, 1995 and 1994

ASSETS	Unrestricted	Temporarily Restricted	Permanently Restricted	1995 Total All Funds	1994 Total All Funds
Cash	$17,230	$39,619		$56,849	$54,815
Investments (at market)	416,263	230,911	$269,118	916,292	815,002
Note receivable	40,425			40,425	43,425
Property and Equipment					
Land	110,900			110,900	
Residence for new parish	80,289			80,289	80,289
Equipment	2,202			2,202	1,415
Total Cost	193,391			193,391	81,704
Accumulated depreciation	(8,322)			(8,322)	(5,014)
Net Property & Equipment	185,069			185,069	76,690
Cash value of life insurance	8,791			8,791	
Total Assets	$667,778	$270,530	$269,118	$1,207,426	$989,932
LIABILITIES AND NET ASSETS					
Note payable	$62,856			$62,856	$68,539
Net Assets	604,922	$270,530	$269,118	1,144,570	921,393
Total Liabilities and Net Assets	$667,778	$270,530	$269,118	$1,207,426	$989,932

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS - CASH BASIS

For the years ended December 31, 1995 and 1994

	Currently Expendable	Endowment	Temporarily Restricted	Permanently Restricted	1995 Total All Funds	1994 Total All Funds
SUPPORT AND REVENUE						
Parishes and missions	$526,936				$526,936	$514,517
Conferences and rental - Wawasee	33,802				33,802	22,520
Contributions			$337,422	$37,911	375,333	459,272
Investment income	2,699	$54,690	30,713	29,243	117,345	(13,670)
Other activity (see page 12)			41,261		41,261	36,864
Miscellaneous	38,657				38,657	500
Late payments from parishes	14,721				14,721	11,909
Net assets released from restrictions	380,836		(380,836)			
Total Support and Revenue	997,651	54,690	28,560	67,154	1,148,055	1,031,912
EXPENSES						
Program services	414,708				414,708	192,200
General and administrative	505,621				505,621	440,420
Fund raising	4,549				4,549	297,413
Total Expenses	924,878				924,878	930,033
Increase in Net Assets Before Board Designations	72,773	54,690	28,560	67,154	223,177	101,879
Designations by the governing board:						
Investment returns utilized for current operations	60,028	(60,028)				
Held for long-term investment	(12,000)	12,000				
INCREASE IN NET ASSETS	120,801	6,662	28,560	67,154	223,177	101,879
Net Assets - Beginning	67,860	409,599	241,970	201,964	921,393	819,514
NET ASSETS - ENDING	$188,661	$416,261	$270,530	$269,118	$1,144,570	$921,393

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

NOTES TO FINANCIAL STATEMENTS

December 31, 1995

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Purpose and Presentation

To take, administer and dispose of in accordance with the laws and constitution and canons of the Episcopal Church of United States of America, and more especially of the constitution and canons of the Diocese of Northern Indiana of the Episcopal Church, Inc., properties of all kinds, character and types, real, personal and mixed tangible and intangible for the benefit of the ecclesiastial body known as the Diocese of Northern Indiana of the Episcopal Church, Inc. The Diocese covers a geogaphical area in Northern Indiana spreading East to the Ohio border, West to the Illinois border, North to the Michigan border, and South to Marion, Indiana. The Diocese includes thirty-six parishes.

Financial Statement Presentation

The Diocese adopted provisions of Statement of Financial Accounting Standards (SFAS) No. 117, "Financial Statements of Not-for-Profit Organizations" as of January 1, 1994 by restating the 1994 financial statements. Under SFAS No. 117, the Diocese is required to report information regarding its financial position and activities according to classes of net assets: unrestricted net assets, temporarily restricted and permanently restricted net assets. The Diocese has reclassified its financial statements to present classes as required. This reclassification had no effect on the change in net assets for the year ended December 31, 1994.

Contribution s

The Diocese also adopted SFAS No. 116, "Accounting for Contributions Received and Contributions Made" effective January 1, 1994. In accordance with SFAS No. 116, the diocese reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is an accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions. Application of SFAS No. 116 resulted only in a change of classifications.

Basis of Accounting

It is the policy of the Diocese to prepare its financial statements on the basis of cash receipts and disbursements. Under this method, revenue is not recognized until it is received, and expenses incurred are not recognized until they are paid. This is a comprehensive basis of accounting other than generally accepted accounting principles.

Property and Equipment, and Depreciation

Beginning January 1, 1994, it is the policy of the Diocese to record property and equipment acquisitions as capital assets. Prior acquisitions of office equipment have been

recorded as an operating expense. Depreiation is provided over the estimated useful lives of the capital assets on a straight-line basis for the past January 1, 1994 acquisitions only. Depreciation expense is $3,308 for 1995 and $5,014 for 1994. This is a departure from generally accepted accounting principles.

Retirement Plan

The Diocese has a defined contribution retirement plan. Individual contracts with the church pension fund are purchased for all qualifying employees. To qualify for the retirement plan, an employee must be a full-time salaried employee of the Diocese. The retirement plan expense for the years ended December 31, were $23,996 - 1995 and $17,108 - 1994.

Income Tax Status

The Diocese is a tax-exempt organization under Section 501 (c) (3) of the Internal Revenue Code and under a similar state statute. Therefore, no provision has been made for income taxes in the financial statements.

Reclassifications

Certain accounts in the 1994 financial statements have been reclassified for comparative purposes in the 1995 financial statements.

Accounting for Net Assets

To ensure observance of limitations and restrictions placed on the use of the resources available to the Diocese, the accounts are classified according to their nature and purpose, and accordingly, all financial transactions have been recorded and grouped by class. The net assets and diocese activities are grouped and reported in major classes as described below.

Unrestricted Net Assets - are available for use at the discretion of the Council to support general and administrative operations. They include Operating Net Assets and Endowment Net Assets.

Endowment Net Assets - are restricte dby the Council for particular activites and/or programs. The following are Endowment Net Assets:

Episcopate

An endowment fund for operations was established as required by the National Church. The interest is used for operations.

Reserve

An endowment fund established as an emergency reserve for salaries of the bishop and staff in case of any interruption of income from the congregations. The Council must approve any reduction in principal. The interest is available for general operations. An amount is budgeted each year to increase the reserve.

Venture in Mission

These funds are from a prior fund drive. The interest is available for operations.

Sabbatical

The Council has established a fund to provide for the Bishop and Canon's sabattical.

General Convention

The Council has established a fund from which to pay for the Bishop and seven other people to attend the National Convention which is held every three years.

Lambeth

The Council has established a fund from which to pay the expenses of the Bishop attending a Lambeth conference in England every ten years.

Historiographer

The Diocese has a historiographer fund from which to pay such expenses. The Diocese currently does not have a historiographer.

Revitalization and Development - R and D

Canon states that a percentage of the annual budget (5% - 1995 and 5% - 1994) should be utilized for new church plants and revitalization of current churches. Funds not spent in the current year are invested for future needs of the Revitalization and Development Committee.

Bishop's Association

This fund is utilized to help individuals and families of the Diocese. The Bishop is authorized to disburse these funds.

Wawasee

This fund is for the Wawasee Center, a retreat facility.

Bishop's Residence

This fund is for repairs and maintenance of the Bishop's residence.

Temporarily and Permanently Restricted Net Assets - are restricted as to use by the donor or a gift instrument and are not available for operating purposes. These include the following:

Delphi Fund

This fund is from the Delphi church (no longer in existence). The orginal donor restricted the interest for sustaining a choir. By court order, interest now is available to the Diocese for operations.

Krause Fund

The income may be used by the Bishop "for capable young men going into ministry or in the ministry." The Bishop uses the income for education expenses such as books and conferences.

Christ Church Gary Seminarian's Fund

The donor was the church in Gary, Indiana. The principal came from the funds on hand when it closed. The interest is to be divided equally to seminarians from the Gary area each year. If no seminarians from the Gary area exist, then it is to be given to other seminarians in the Diocese of Northern Indiana. Funds are disbursed as requests are made to the Bishop.

Emma Wallach Theological Fund

The dividends from stock that was given to the Diocese and other donations are contained in this fund that is restricted for seminarian education expenses.

Memorial Fund

This fund contains the balance of unexpended memorials.

Capital Fund

A Capital Fund Campaign commenced in September, 1993 to aid in establishing new churches, to revitalize existing congregations, to provide for continuing education for clergy and laity, outreach projects and Diocesan Endowment. Total pledges received as of December 31, 1995 and 1994 were $375,033 and $457,653, respectively.

Episcopal Community Service Fund

This is a building fund for Episcopal Community Service, a non-profit service organization founded under the auspices of Referral and Emergency Services in Gary, Indiana to serve the homeless, hungry and indigent of Northwest Indiana.

Education Fund

This fund was established by the Capital Fund Campaign for the purpose of making grants to better prepare the people of God for ministry.

Diocesan Endowment

This fund was established by the Capital Fund Campaign. Income from this fund is utilized for operations.

NOTE 2 - SUPPORT FROM PARISHES

Annually, assessments on the churches of the Northern Indiana Diocese are computed based on a three year average of income of each parish. Churches can request a hearing for relief from assessments if necessary. The Diocese received assessments of $541,657 - 1995 and $526,426 - 1994 of which $14,721 and $11,909 respectively was for assessments from the prior year. Assessments outstanding as of December 31, were $33,017 - 1995 and $17,852 - 1994.

NOTE 3 - INVESTMENTS

Investments consist of the following at December 31:

	1995		1994	
	-MARKET-	--COST--	-MARKET-	--COST--
Treasury notes	$915,128	$889,617	$812,531	$849,888
Certificate of deposits	1,164	1,164	2,471	2,471
TOTALS	**$916,292**	**$890,781**	**$815,002**	**$852,359**

Realized gains (losses) on the sale of investments are $308 for 1995 and $(1,001) for 1994. The Following table summarizes the relationship between market value and cost of the investments as of December 31, 1995:

	Market	Cost	Excess of Market Over Cost
Balance at end of year	$916,292	$890,781	$25,511
Balance at beginning of year	$815,002	$852,359	(37,357)
Increase in unrealized appreciation			62,868
Realized gain for 1995			308
Total gain for 1995			$63,176
Total loss for 1994			$(54,313)

NOTE 4 - NOTE RECEIVABLE

The note receivable is a 0% secured note dated April 6, 1989 from St. Stephen's Missionary Church, Inc. The principal payments are $250 per month or $3,000 each year. The balance due as of December 31, is $40,425 - 1995 and $43,425 - 1994.

NOTE 5 - NOTE PAYABLE

The Diocese financed the purchase of a residence for a new congregation with a 5 year, 9.5%, $70,000 mortgage. The mortgage is payable in monthly installments of $731. The balance due as of December 31, 1995 and 1994 is $62,856 and $68,539, respectively. There is a final payment due November 1, 1999 of $49,967

Principle payments on the long-term note are due as follows:

1996	2,925
1997	3,216
1998	3,535
1999	53,180
	$62,856

NOTE 6 - OPERATING LEASE

The Diocese leases office space from the Cathedral of St. James on a year-to-year basis. The total rent paid for the years ended December 31, were $12,250 - 1995 and $12,200 - 1994. There are no future minimum lease payments for this operating lease.

NOTE 7 - INTEREST EXPENSE

The amount of interest cost incurred and paid for the year ended December 31, 1995 and 1994 was $6,274 and $1,139, respectively and was charged to operations.

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
SCHEDULES OF ACTIVITY FOR TEMPORARILY AND PERMANENTLY RESTRICTED NET ASSETS

For the years ended December 31, 1995 and 1994

TEMPORARILY RESTRICTED NET ASSETS	Delphi Fund	Krause Fund	Christ Church Seminarian Fund	Emma Wallach Theological Fund	Education Fund	Capital Fund	Diocesan Endowment Fund	Memorial Fund	Episcopal Community Service Fund	1995 Total	1994 Total
Revenue:											
Contributions				$300		$337,122				$337,422	$324,935
Interest	$11,900	$1,104	$1,323	2,851	$5,713	2,249	$2,376	$26	$29	27,581	17,721
Realized gains (losses)	78	7	4		38	15	15			157	(808)
Unrealized gains (losses)						2,936			39	2,975	(1,362)
Net Assets released from restriction:											
General expenses		(502)	(10,284)	(2,000)		(4,549)		(1,407)		(18,742)	(109,232)
General unrestricted	(10,434)		3,000		(5,009)		(1,731)			(14,174)	(16,893)
Contributions:											
Diocese of Northern Indiana Foundation, Inc.						(189,511)				(189,511)	(161,805)
Parishes and Habitat for Humanity						(25,000)				(25,000)	(30,000)
Land						(110,900)				(110,900)	
Increase (decrease) in temporarily restricted net assets	1,544	609	(5,957)	1,151	742	12,372	660	(1,381)	68	9,808	22,556
Temporarily Net Assets - Beginning	176,191	3,353	12,402	7,095	554	35,779	98	1,381	498	237,351	214,795
TEMPORARILY NET ASSETS - ENDING	$177,735	$3,962	$6,445	$8,246	$1,296	$48,151	$758	$-0-	$566	$247,159	$237,351
PERMANENTLY RESTRICTED NET ASSETS											
Revenue:											
Contributions							$37,911			$37,911	$134,336
Unrealized gains (losses)	$15,827	$1,605	$1,374	$	$7,598	$	2,839	$	$	29,243	(19,647)
Increase (decrease) in permanently restricted net assets	15,827	1,605	1,374		7,598		40,750			67,154	114,689
Permanently Restricted Net Assets - Beginning	31,041	16,400	21,531		98,935		34,057			201,964	87,275
PERMANENTLY RESTRICTED NET ASSETS - ENDING	$46,868	$18,005	$22,905	$-0-	$106,533	$-0-	$74,807	$-0-	$-0-	$269,118	$201,964

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
SCHEDULE OF ACTIVITY FOR UNRESTRICTED ENDOWMENT
For the years ended December 31, 1995 and 1994

	Episcopate Fund	Reserve Fund	Venture Fund	General Convention	Lambeth Conference	Sabbat-icals	Histori-ographer	R & D Fund	Bishop's Assoc.	Bishop's Residence	Wawasee Fund	Total 1995	Total 1994
REVENUE													
Contributions													
Interest	$7,225	$12,420		$98	$744	$329	$107	$1,266	$823	$83	$61	$23,156	$20,809
Realized gains (losses)	48	82		1	1	2	1	10	5	1		151	(193)
Unrealized gains (losses	9,609	17,250		85	257	420	141	2,400	1,045	95	81	31,383	(32,303)
Total	**16,882**	**29,752**		**184**	**1,002**	**751**	**249**	**3,676**	**1,873**	**179**	**142**	**54,690**	**(11,687)**
Designations by the governing board:													
Investments returns utilized for current operations	(6,335)	23,731	(33,214)					(42,210)	(2,000)			(60,028)	(30,396)
Held for long-term investment				6,000	1,000	2,000				3,000		12,000	11,873
Total	**(6,335)**	**23,731**	**(33,214)**	**6,000**	**1,000**	**2,000**		**(42,210)**	**(2,000)**	**3,000**		**(48,028)**	**(18,523)**
Increase (decrease) in net assets	10,547	53,483	(33,214)	6,184	2,002	2,751	249	(38,534)	(127)	3,179	142	6,662	(30,210)
Net Assets - Beginning	125,816	183,262	33,214		7,064	5,008	1,805	38,534	14,015	(151)	1,032	409,599	439,809
NET ASSETS - ENDING	$136,363	$236,745	$-0-	$6,184	$9,066	$7,759	$2,054	$-0-	$13,888	$3,028	$1,174	$416,261	$409,599

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

SCHEDULES OF OTHER ACTIVITY REVENUE AND EXPENSE
For the years ended December 31, 1995 and 1994

	Expendable Operating Fund					
ACTIVITY	Net Assets Beginning of Year	Revenue	Expense	Net	Net Assets Released	Net Assets End of Year
Blanket Insurance	($232)	$2,494	$2,494			($232)
Presiding Bishop's Fund for World Relief		9	9			
Miscellaneous		939	205	734		734
Clergy's spouse conference	119		119	(119)		
Clergy and spouse conference	483	1,700	1,652	48		531
Christmas - employee's donation		216	216			
Pentecost project		100	79	21		21
Wawasee donations		1052		1,052		1,052
Accumulated prior interest	1,559	101		101		1,660
Bishop association	1,718	3,334	6,696	(3,362)	2,000	356
Grantz donations		2,815		2,815		2,815
Healing mission		1,008	907	101		101
Revitalization and development		1,200		1,200		1,200
Ethnic festival		2,283	2,217	66		66
Dance marathon		70		70		70
Scholarship - youth	410					410
Happening		1,089	910	179		179
Stewardship	50	292		292		342
School of faith and ministry	(318)	2,105	1,174	931		613
Education fund	76		3,981	(3,981)	5,009	1,104
Deacon school	(120)	3,110	2,732	378		258
Deacon retreat	100	650	823	(173)		(73)
Christ Church, South Bend	649	13,057	3,560	9,497		10,146
Christ Church discretionary fund	125	324	321	3		128
Christ Church special donations		2,563	1,423	1,140		1,140
Christ Church sabbatical		750		750		750
TOTAL	$4,619	$41,261	$29,518	$11,743	$7,009	$23,371

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

STATEMENTS OF FUNCTIONAL EXPENSES

For the years ended December 3, 1995 and 1994

	Unrestricted Funds				1995 Total	1994 Total
	Program Services	Administrative	Retreat Center	Fund Raising	All Funds	All Funds
Assessments - national	$120,055				$120,055	$120,055
Dues	1,120				1,120	1,507
Commissions and ministries:						
Rensselaer, St. Peter's	1,600				1,600	2,000
Syracuse, All Saints						720
Ministry	2,487				2,487	1,293
Other ministries	5,098				5,098	938
Christian education	1,569				1,569	3,000
New ministries	5,129				5,129	4,526
Stewardship	(27)				(27)	400
Presiding bishop	77				77	103
School for faith and ministry	3,410				3,410	1,929
Youth	6,848				6,848	10,834
Clergy retreat	9,120				9,120	10,028
Salaries and payroll taxes		$145,208	$17,416	$2,298	164,922	174,665
Housing		28,526			28,526	28,342
Pension, annuity and health		44,341			44,341	42,504
Other benefits		22,474	3,585		26,059	23,555
Rent		12,250			12,250	12,200
Utilities			7,424		7,424	6,379
Maintenance		2,896	10,446		13,342	19,466
Telephone		7,527	1,045	21	8,593	10,239
Depreciation expense		3,308			3,308	5,014
Equipment maintenance		2,454			2,454	
Contributions	214,511				214,511	191,805
Professional fees		2,600			2,600	64,141
Insurance - retired clergy		38,505			38,505	29,278
Convention and conferences		8,202			8,202	26,648
Promotions		1,466	1,648		3,114	28,401
Travel		4,846			4,846	5,176
Minimum salary		3,000			3,000	6,003
Revitalization and development		95,475			95,475	29,396
Interest expense		6,274			6,274	1,139
Supplies		5,957	2,941	1,331	10,229	10,389
Postage		4,569		899	5,468	7,090
Other expenses		6,204	2,506		8,710	4,502
General expenses released from restrictions	14,193				14,193	3,624
Insurance		2,363			2,363	2,467
The Beacon		10,165			10,165	9,034
Other activity expenses	29,518				29,518	31,243
TOTAL	**$414,708**	**$458,610**	**$47,011**	**$4,549**	**$924,878**	**$930,033**

DIOCESE OF NORTHERN INDIANA 1996 OPERATING FUND

MONTHLY INCOME AND EXPENSE

As of September 30, 1996

	- Sep 1, 1996 to DATE -		- Jan 1, 1996 to DATE -		- YEARLY BUDGET -	
INCOME:	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
Congregational Giving						
4010.01 - Assessments - Congregations	44,483.89<	49,214.82	396,147.30<	442,933.38	194,432.30	33
4020.01 - Parish & Mission Quota 95	0.00		31,761.00		-31,761.00	
4030.01 - Miscellaneous Income	0.00		0.00		0.00	
	44,483.89<	49,214.82	427,908.30<	442,933.38	162,671.30	28
INTEREST INCOME:						
4510.01 - Episcopate Fund	0.00		5,647.18<	5,905.44	2,226.82	28
4520.01 - Interest in Checking	212.42	75.00	1,836.81	675.00	-936.81	104-
4530.01 - Reserve Fund	0.00		9,768.62	8,891.19	2,086.38	18
4540.01 - Delphi Income	0.00		9,301.36<	9,524.97	3,398.64	27
4560.01 - Campaign Income	0.00		1,611.25	900.00	-411.25	34-
	212.42	75.00	28,165.22	25,896.60	6,363.78	18
TOTAL INCOME	**44,696.31<**	**49,289.82**	**456,073.52<**	**468,829.98**	**169,035.08**	**27**
EXPENSES:						
EXPENSE						
5010.01 - National Church Budget	10,304.75	10,304.75	92,742.75	92,742.75	30,914.25	25
5100.01 - Provincial Synod	0.00		994.56	1,100.00	105.44	10
5310.01 - General Convention Reserve	0.00		6,000.00>	4,000.00	0.00	0
5320.01 - Lambeth Conference	0.00	83.33	1,000.00>	749.97	0.00	0
	10,004.58	10,388.08	100,737.31>	98,592.72	31,019.69	24
COMMITMENT TO PROGRAM						
6150.01 - Comm. on Christian Formation	0.00	125.00	1,075.00	1,125.00	425.00	28
6152.01 - Task Force on Catechumenal Pr.	0.00	125.00	605.00	1,125.00	895.00	60
6154.01 - Catechesis Training	250.00>	83.33	500.00	749.97	500.00	50

6155.01 - Episcopal Comm. Services	0.00	33.33	0.00	299.97	400.00	100
6157.01 - Ministry to Retired Clergy & Fa	0.00	50.00	0.00	450.00	600.00	100
6210.01 - The Beacon	1,216.85>	944.50	7,046.16	8,500.50	4,287.84	38
6230.01 - Stewardship	6.91	85.41	454.41	768.69	570.59	56
6260.01 - Presiding Bishop's Fund Ex.	0.00	20.83	118.55	187.47	131.45	53
6300.01 - Commission on Ministry	0.00	141.66	307.02	1,274.94	1,392.98	82
6305.01 - Committee on Ethics	300.00>	154.16	300.00	1,387.44	1,550.00	84
6310.01 - Commission on Theology & Lit	0.00	125.00	910.00	1,125.00	590.00	39
6320.01 - Aids Ministry	0.00	54.16	100.00	487.44	550.00	85
6340.01 - Recovery Ministries	0.00	41.66	489.76>	374.94	10.24	2
6350.01 - Ecumenical Commission	0.00	16.66	0.00	149.94	200:00	100
6360.01 - Refugee Ministry	0.00	8.33	0.00	74.97	100.00	100
6370.01 - Ministry to Aging Commission	0.00	12.50	0:00	112.50	150.00	100
6380.01 - Institute Christian Formation	9.80	333.33	1,601.02	2,999.97	2,398.98	60
6385.01 - Retired Bishop's Travel	0.00	83.33	800.00>	749.97	200.00	20
6387.01 - Outreach	0.00	83.33	1,000.00>	749.97	0.00	0
6400.01 - Clergy Retreat & Conference	1,418.38>	750.00	4,507.86	6,750.00	4,492.14	50
6410.01 - Wawasee Director	1,250.00	1,250.00	3,750.00	3,750.00	1,250.00	25
6420.01 - Wawasee Maintenance	1,250.00	1,250.00	3,750.00	3,750.00	1,250.00	25
6430.01 - Wawasee Committee	0.00	16.66	0.00	149.94	200.00	100
	5,701.94	5,779.85	27,314.78	37,018.65	22,044.22	45
YOUTH						
6620.01 - Diocesan Youth Council	634.29>	179.16	1,009.78	1,612.44	1,140.22	53
6630.01 - Camps and Conferences	-228.67	252.50	4,725.84>	2,272.50	-1,695.84	56-
6650.01 - Renewal Ministries	0.00	20.83	-733.85	187.47	983.85	394
	405.62	452.49	5,001.77>	4,072.41	428.23	8
TOTAL COMMITMENT TO PROGRAM	**6,107.56**	**6,232.34**	**32,316.55**	**41,091.06**	**22,472.45**	**41**

DIOCESE OF NORTHERN INDIANA 1996 OPERATING FUND
MONTHLY INCOME AND EXPENSE (CONTINUED)
As of September 30, 1996

	Sep 1, 1996 to DATE -		- Jan 1, 1996 to DATE -		- YEARLY BUDGET -	
COMMITMENT TO PERSONNEL	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
Bishop						
7010.01 - Salary & FICA	4,993.56	4,993.56	44,942.04	44,942.04	14,980.78	25
7020.01 - Residence	733.63>	666.66	6,365.28>	5,999.94	1,634.72	20
7030.01 - Property Insurance	468.00>	35.91	468.00>	323.19	-37.00	9-
7050.01 - Pension	0.00		11,007.84	12,021.30	5,020.60	31
7060.01 - Annuity	0.00	233.33	0.00	2,099.97	2,800.00	100
7070.01 - Health and Life Insurance	0.00		4,468.50	6,730.50	4,505.50	50
	6,195.19>	5,929.46	67,251.66	72,116.94	28,904.60	30
CANON TO THE ORDINARY						
7110.01 - Salary and FICA	2,272.36	2,272.37	20,451.24	20,451.33	6,817.30	25
7120.01 - Housing Allowance	1,725.00	1,725.00	15,525.00	15,525.00	5,175.00	25
7140.01 - Auto	233.31>	150.00	1,064.25	1,350.00	735.75	41
7150.01 - Pension	0.00		6,475.89>	6,475.74	2,158.44	25
7160.01 - Continuing Education	85.00>	83.33	171.27	749.97	828.73	83
7170.01 - Health and Life Insurance	0.00		4,468.50	6,730.50	4,505.50	50
	4,315.67>	4,230.70	48,156.15	51,282.54	20,220.72	30
CHRISTIAN ED. CONSULTANT						
7210.01 - Salary and FICA	0.00	538.25	3,767.75	4,844.25	2,691.25	42
7250.01 - Pension	0.00		0.00	810.00	1,080.00	100
	0.00	538.25	3,767.75	5,654.25	3,771.25	50
YOUTH MINISTRY						
7310.01 - Salary	1,083.32>	1,030.00	10,406.64>	9,270.00	1,953.36	16
7320.01 - FICA	82.86>	78.79	796.12>	709.11	149.42	16
7340.01 - Auto	0.00	100.00	551.00	900.00	649.00	54
7350.01 - Pension	0.00		0.00	834.30	1,112.40	100
	1,166.18	1,208.79	11,753.76>	11,713.41	3,864.18	25

SECRETARY TO THE BISHOP						
7410.01 - Salary	1,520.08	1,900.10	14,060.74	17,100.90	8,740.48	38
7420.01 - FICA	116.28	145.35	1,075.60	1,308.15	668.69	38
7470.01 - Health and Pension Benefit	0.00		0.00		2,052.10	100
	1,636.36	2,045.45	15,136.34	18,409.05	11,461.27	43
SECRETARY						
7510.01 - Salary	505.40	641.33	3,945.50	5,771.97	3,750.50	49
7520.01 - FICA	28.88	49.06	214.40	441.54	374.34	64
	534.28	690.39	4,159.90	6,213.51	4,124.84	50
TREASURER						
7610.01 - Salary	1,121.66	1,121.67	10,094.94	10,095.03	3,365.10	25
7620.01 - FICA	85.80	85.80	772.20	772.20	257.49	25
7670.01 - Health and Pension Benefit	0.00	125.00	426.00	1,125.00	1,074.00	72
	1,207.46	1,332.47	11,293.14	11,992.23	4,696.59	29
TOTAL COMMITMENT TO PERSONNEL	**15,055.14**	**15,975.51**	**161,518.70**	**177,381.93**	**77,043.45**	**32**
COMMITMENT TO ADMINISTRATION						
8010.01 - Office Utilization	1,045.83	1,045.83	9,412.47	9,412.47	3,137.53	25
8020.01 - Maintenance	546.25>	283.33	2,925.41>	2,549.97	474.59	14
8030.01 - Telephone	608.06	708.33	6,225.67	6,374.97	2,274.33	27
8040.01 - Postage	0.00	533.33	3,149.29	4,799.97	3,250.71	51
8050.01 - Equipment	445.30	478.33	3,743.92	4,304.97	1,996.08	35
8055.01 - Bishop's Auto and Expense	813.17	1,500.00	13,996.33>	13,500.00	4,003.67	22
8060.01 - Supplies	328.32	492.50	4,144.52	4,432.50	1,765.48	30
8070.01 - Hospitality	0.00	125.00	1,386.87>	1,125.00	113.13	8
8080.01 - Insurance	0.00	233.33	3,398.00>	2,099.97	-598.00	21-
8090.01 - Staff Travel	0.00	291.66	3,654.52>	2,624.94	-154.52	4-
8100.01 - Bishop's House Depreciation	0.00	250.00	1,795.00	2,250.00	1,205.00	40
8200.01 - Audit	3,000.00>	208.33	3,000.00>	1,874.97	-500.00	20-
8210.01 - Chancellor	0.00	8.33	0.00	74.97	100.00	100

DIOCESE OF NORTHERN INDIANA 1996 OPERATING FUND
MONTHLY INCOME AND EXPENSE (CONTINUED)
As of September 30, 1996

	Sep 1, 1996 to DATE -		- Jan 1, 1996 to DATE -		- YEARLY BUDGET -	
COMMITMENT TO ADMINISTRATION	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
8213.01 - Archdeacon Travel	204.95>	83.33	304.95	749.97	695.05	70
8230.01 - Standing Committee	0.00	16.66	169.75>	149.94	30.25	15
8300.01 - Minimum Salary Fund	1,910.00>	500.00	5,158.94>	4,500.00	841.06	14
8310.01 - Clergy Deployment	0.00	83.33	1,000.00>	749.97	0.00	0
8320.01 - Conferences	0.00	166.66	1,891.14>	1,499.94	108.86	5
8330.01 - Bishop's Sabbatical	0.00	83.33	1,000.00>	749.97	0.00	0
8340.01 - Canon's Sabbatical	0.00	83.33	1,000.00>	749.97	0.00	0
8350.01 - Cathedral Receptionist	532.22>	288.28	2,940.04>	2,594.52	519.40	15
8355.01 - Contingencies & Emergencies	0.00	102.83	1,210.38>	925.47	23.63	2
8356.01 - Reserve Fund Contributions	0.00	833.33	0.00	7,499.97	10,000.00	100
8400.01 - Insurance Ret. Clergy & Widows	0.00	3,497.91	29,289.00	31,481.19	12,686.00	30
	9,434.10	11,897.29	100,796.20	107,075.61	41,972.25	29
MISSIONS & NEW CONGREGATIONS						
8448.01 - Rensselaer, St. Peter's	100.00	100.00	900.00	900.00	300.00	25
8449.01 - New Ministries	0.00	380.79	4,569.50>	3,427.11	0.00	0
8550.01 - Revitalization & Development	5,124.41>	3,636.27	81,468.98>	32,726.43	-37,833.69	87-
8551.01 - Income Christ Church Expenses	-3,695.95		-30,703.15		30,703.15	
	1,528.46	4,117.06	56,235.33>	37,053.54	-6,830.54	14-
CONVENTION EXPENSE						
8700.01 - Diocesan Convention	-382.64	225.00	-461.09	2,025.00	3,161.09	117
8710.01 - Secretary to Convention	220.00	220.00	660.00	660.00	220.00	25
8730.01 - Journals	1,563.70>	183.33	1,563.70	1,649.97	636.30	29
8740.01 - Historiographer	0.00	25.00	81.28	225.00	218.72	73
	1,401.06>	653.33	1,843.89	4,559.97	4,236.11	70
COMMITMENT TO ADMINISTRATION	**12,363.62**	**16,667.68**	**158,875.42>**	**148,689.12**	**39,377.82**	**20**

FUND TRANSFERS

9010.01 - Transfer In	-7,012.62	-31,374.61	31,374.61
9011.01 - Transfer Out	6,267.23	31,132.25	-31,132.25
9040.01 - Holliman Syracuse	0.00	5,500.00	-5,500.00
9041.01 - Syracuse Donations	-1,250.00	-67,450.00	67,450.00
9042.01 - Disbursements Syracuse Ex	1,029.00	36,677.94	-36.677.94
9060.01 - Wawasee Director	1,000.00	6,499.92	-6,499.92
9061.01 - Income Wawasee Director	0.00	-666.64	666.64
9062.01 - Maintenance Position Wawasee	0.00	0.00	0.00
9063.01 - Income Maintenance Wawasee	0.00	0.00	0.00
9065.01 - Cleaning Position Wawasee	145.00	2,545.00	-2,545.00
9069.01 - FICA Cleaning Position Wawasee	11.09	194.70	-194.70
9070.01 - FICA Wawasee Director	76.50	382.47	-382.47
9071.01 - Income Wawasee FICA	0.00	-89.24	89.24
9072.01 - FICA Maintenance Position Wawasee	0.00	0.00	0.00
9073.01 - Income Cleaning Position Wawasee	0.00	-716.94	716.94
9074.01 - Income FICA Maintenance Wawasee	0.00	0.00	0.00
9110.01 - Christ Church Earnings	0.00	0.00	0.00
9111.01 - Christ Church Realized G/L	0.00	0.00	0.00
9112.01 - Christ Church Unrealized G/L	0.00	0.00	0.00
9115.01 - Episcopate Earnings	0.00	0.00	0.00
9116.01 - Episcopate Realized G/L	0.00	0.00	0.00
9117.01 - Reserve AB Earnings	0.00	0.00	0.00
9119.01 - Delphi Earnings	0.00	0.00	0.00
9120.01 - Delphi realized G/L	0.00	0.00	0.00
9121.01 - VIM Income/gain	0.00	0.00	0.00
9122.01 - Delphi Unrealized G/L	0.00	0.00	0.00
9123.01 - Krause Key Trust Earnings	0.00	0.00	0.00
9124 01 - Krause Key Trust Realized G/L	0.00	0.00	0.00
9125.01 - Krause (St. Fed.) Interest	0.00	0.00	0.00
9126.01 - Krause Key Trust Unrealized G/L	0.00	0.00	0.00
9127.01 - CC (Income Fund) Income	0.00	0.00	0.00
9128.01 - Reserve AB Realized G/L	0.00	0.00	0.00
9129.01 - Wallach Interest	0.00	0.00	0.00
9130.01 - Reserve AB Unrealized G/L	0.00	0.00	0.00

DIOCESE OF NORTHERN INDIANA 1996 OPERATING FUND
MONTHLY INCOME AND EXPENSE (CONTINUED)
As of September 30, 1996

9131.01 - Gen. Conv. Earnings	0.00	0.00	0.00
9132.01 - Gen. Conv. Realized G/L	0.00	0.00	0.00
9133.01 - Gen Conv. Unrealized G/L	0.00	0.00	0.00
9134.01 - Lambeth Income PB	0.00	0.00	0.00
9135.01 - Lambeth Interest PB	0.00	0.00	0.00
9136.01 - Lambeth Earnings	0.00	0.00	0.00
9137.01 - Lambeth Realized G/L	0.00	0.00	0.00
9138.01 - Sabbatical Earnings	0.00	0.00	0.00
9139.01 - Sabbatical Realized G/L	0.00	0.00	0.00
9140.01 - R&D Earnings	0.00	0.00	0.00
9141.01 - R&D Realized G/L	0.00	0.00	0.00
9142.01 - Sabbaticals Unrealized G/L	0.00	0.00	0.00
9150.01 - Historiographer Earnings	0.00	0.00	0.00
9200.01 - Overage 95	0.00	0.00	0.00
9210.01 - Christ Church With. & Dep.	0.00	0.00	0.00
9215.01 - Episcopate Unrealized G/L	0.00	0.00	0.00
9216.01 - Episcopate Withdrawals & Dep.	0.00	0.00	0.00
9217.01 - Reserve AB Withdrawals & Dep.	0.00	0.00	0.00
9219.01 - Delphi Withdrawals & Dep.	0.00	0.00	0.00
9221.01 - VIM Disbursements/loss	0.00	0.00	0.00
9223.01 - Krause Fund SF With. & Dep.	0.00	0.00	0.00
9225.01 - Krause (St. Fed) Disb.	0.00	0.00	0.00
9227.01 - Christ Church Sem. Interest	0.00	0.00	0.00
9229.01 - Wallach Dep. & Withdrawals	0.00	0.00	0.00
9233.01 - Lambeth Unrealized G/L	0.00	0.00	0.00
9234.01 - Lambeth With. & Dep.	0.00	0.00	0.00
9238.01 - Sabbatical With. & Dep.	0.00	0.00	0.00
9240.01 - R&D With. & Dep.	0.00	0.00	0.00
9242.01 - Gen. Conv. With. & Dep.	0.00	0.00	0.00
9244.01 - R&D Unrealized G/L	0.00	0.00	0.00
9245.01 - Bishop Residence Earnings	0.00	0.00	0.00
9246.01 - Bishop Residence Realized G/L	0.00	0.00	0.00
9247.01 - Bishop Residence Unrealized G/L	0.00	0.00	0.00
9248.01 - Bishop Residence With. & Dep.	0.00	0.00	0.00

9250.01 - Historiographer With & Dep.	0.00	0.00	0.00
9251.01 - Historiographer Realized G/L	0.00	0.00	0.00
9252.01 - Historiographer Unrealized G/L	0.00	0.00	0.00
9253.01 - Centennial Fund Earnings	0.00	0.00	0.00
9254.01 - Centennial Fund Realized G/L	0.00	0.00	0.00
9255.01 - Centennial Fund Unrealized G/L	0.00	0.00	0.00
9256.01 - Centennial Fund With & Dep.	0.00	0.00	0.00
9257.01 - Campaign Fund Earnings	0.00	0.00	0.00
9258.01 - Campaign Fund Realized G/L	0.00	0.00	0.00
9259.01 - Campaign Fund Unrealized G/L	0.00	0.00	0.00
9260.01 - Campaign Fund With & Dep.	0.00	0.00	0.00
9275.01 - Christ Church Sem. With. & Dep.	0.00	0.00	0.00
	266.20	-17,365.15	17,365.15
CAMPAIGN DRIVE			
9401.01 - Counsel Sec. Salary	76.50	830.25	-830.25
9402.01 - Counsel Sec. FICA	5.85	63.51	-63.51
9410.01 - Professional fees Holliman	0.00	0.00	0.00
9417.01 - Office Supplies	5.00	15.50	-15.50
9430.01 - Telephone	0.00	7.80	-7.80
9440.01 - Postage	0.00	0.00	0.00
9475.01 - Income Pledges	-9,939.85	-125,315.37	125,315.37
9476.01 - Disbursement Pledges Income	0.00	49,190.00	-49,190.00
9477.01 - St. Philip & St. James Disb.	0.00	25,810.00	-25,810.00
9479.01 - Angola, Holy Family Disbursement	0.00	0.00	0.00
9480.01 - New Congregation Disb.	0.00	0.00	0.00
	-9,852.50	-49,398.31	49,398.31
TOTAL FUND TRANSFERS	-9,586.30	-66,763.46	66,763.46
Department 1 BEGINNING BALANCE	**863,140.94**	**804,203.48**	
TOTAL INCOME	**44,696.31**	**456,073.52**	
TOTAL EXPENSES	**34,244.77**	**386,684.52**	
INCOME - EXPENSES	**10,451.54**	**69,389.00**	
ENDING BALANCE	**873,592.48**	**873,592.48**	

DIOCESE OF NORTHERN INDIANA

September 30, 1996

	Assessment	Adjusted	Due Monthly	Due 9-30-96	Paid	Past Due	Overpayment
Angola, Holy Family	7,068.88		589.07	5,301.63	5,301.65		0.02
Berne, St. George	1,887.26		157.27	1,415.43	1,473.78		58.35
Bristol, St. John's	15,738.40		1,311.53	11,803.77	10,492.24	1,311.53	
Chesterton, St. Francis'	4,768.30		397.35	3,576.15	3,576.15		
Crown Pt. St. Christopher's	9,123.18		760.26	6,842.34	6,842.34		
Culver, St. Elizabeth's	1,692.00	1,332.51	141.00	1,269.00	1,269.00		
East Chicago, Good Shepherd	2,146.65		178.88	1,609.92	1,609.92		
Elkhart, St. David's	15,647.19		1,303.93	11,735.37	9,127.51	2,607.86	
Elkhart, St. John's	49,264.40		4,105.36	36,948.24	28,738.52	8,209.72	
Fort Wayne, St. Alban's	18,048.50		1,504.04	13,536.36	9,024.24	4,512.12	
Fort Wayne, Grace Church	16,237.54		1,353.12	12,178.08	9,471.84	2,706.24	
Fort Wayne, Trinity	74,395.03		6,199.58	55,796.22	55,796.22		
Gary, St. Augustine's	14,737.40		1,228.11	11,052.99	8,596.74	2,456.25	
Gary, St. Barnabas'	6,516.36		543.03	4,887.27	2,715.15	2,172.12	
Gas City, St. Paul's	5,901.24		491.77	4,425.93	4,425.93		
Goshen, St. James	9,145.00	3,920.28	762.08	6,858.72	6,858.72		
Griffith, St. Timothy's	11,083.81		923.65	8,312.85	8,312.85		
Hobart, St. Stephen's	8,631.09		719.25	6,473.25	6,480.00		6.75
Howe, St. Mark's	4,488.59		374.04	3,366.36	3,366.20	0.16	
Huntington, Christ the King	5,091.61	4,000.00	424.30	3,818.70	3,818.99		0.29
Kokomo, St. Andrew's	31,966.94		2,663.91	23,975.19	23,975.19		
LaPorte, St. Paul's	25,367.79		2,113.98	19,025.82	16,911.84	2,113.98	
Logansport, Trinity	11,249.39		937.44	8,436.96	8,436.96		
Marion, Gethsemane	16,462.97		1,371.91	12,347.19	12,347.19		
Michigan City, St. Andrew's	14,061.54		1,171.79	10,546.11	10,546.23		0.12
Michigan City, Trinity	25,065.28		2,088.77	18,798.93	18,798.93		
Mishawaka, St. Paul's	10,440.32		870.02	7,830.18	7,830.16	0.02	
Munster, St. Paul's	19,934.19		1,661.18	14,950.62	14,950.62		
Plymouth, St. Thomas	18,402.99		1,533.58	13,802.22	10,735.06	3,067.16	
Rensselaer, St. Peter's	1,751.96		145.99	1,313.91	1,317.92		4.01
South Bend, Cathedral	36,764.05		3,063.67	27,573.03	24,509.37	3,063.66	

South Bend, Holy Trinity	8,178.18	681.51	6,133.59	3,407.55	2,726.04	
South Bend, St. Michael's	32,027.12	2,668.92	24,020.28	18,682.44	5,337.84	
Syracuse, All Saints'	5,389.33	449.11	4,041.99	1,796.44	2,245.55	
Valparaiso, St. Andrew's	21,499.71	1,791.64	16,124.76	14,333.12	1,791.64	
Warsaw, St. Anne's	30,405.41	2,533.78	22,804.02	20,270.29	2,533.73	
TOTAL	**590,579.60**	**49,214.82**	**442,933.38**	**396,147.30**	**46,855.62**	**69.54**

THE DIOCESE OF NORTHERN INDIANA, INC.
Payments made on 1995 Assessments
1-1-96 to 9-30-96

PARISH LOCATION	AMOUNT
Bristol, St. John of the Cross	$2,278.72
Crown Point, St. Christopher's	758.19
Culver, St. Elizabeth's	1,062.00
Elkhart, St. David's	2,540.55
Elkhart, St. John the Evangelist	3,913.91
Fort Wayne, St. Alban's	4,441.35
Fort Wayne, Grace Church	2,475.48
Gary, St. Augustine's	1,186.44
Huntington, Christ the King	699.59
LaPorte, St. Paul's	2,208.37
Munster, St. Paul's	1,645.09
Plymouth, St. Thomas'	1,411.91
South Bend, Holy Trinity	2,549.59
South Bend, St. Michael and All Angels	2,297.93
Warsaw, St. Anne's	2,291.88
TOTAL	**$31,761.00**

DIOCESE OF NORTHERN INDIANA
1997 PROPOSED BUDGET
REVISED OCTOBER 5, 1996

	Year to Date 6-30	1996 Budget	1995 Y-End	1997 Proposed	Changes	Requests
INCOME:						
Assessments from Congregations	206,515.07	594,579.60	526,935.68	573,848.62	-20,730.98	
Reduction in Assessments	-5,747.21	-5,747.21			5,747.21	10,000.00
Episcopate Fund	3,552.95	7,874.00	6,334.55	7,874.00	0.00	
Interest on Checking Account	738.54	900.00	2,699.33	900.00	0.00	
Reserve Fund	6,132.19	11,855.00	10,469.38	11,855.00	0.00	
Delphi Income	5,851.99	12,700.00	10,433.50	11,700.00	-1,000.00	
Miscellaneous Income			100.00		0.00	
Campaign Income	1,611.25	1,200.00	1,731.30		-1,200.00	
TOTAL	**218,654.78**	**623,361.39**	**558,703.74**	**606,177.62**	**-17,183.77**	
EXPENSE:						
THE CHURCH BEYOND THE DIOCESE:						
National Church Budget	51,523.73	123,657.00	120,055.00	96,158.00	-27,499.00	127,366.00
Provincial Synod	994.56	1,100.00	994.56	1,100.00	0.00	
General Convention Reserve	0.00	6,000.00	6,000.00	6,000.00		
Lambeth Conference	0.00	1,000.00	1,000.00	1,000.00		
TOTAL	**52,518.29**	**131,757.00**	**128,049.56**	**104,258.00**	**-27,499.00**	
COMMITMENT TO PERSONNEL:						
Bishop:						
Salary	24,967.80	55,664.49	53,557.76	58,334.42	2,669.93	
Residence Utilities	3,021.00	8,000.00	7,362.87	8,000.00	0.00	
Property Insurance		431.00	463.00	470.00	39.00	
Pension	7,338.56	16,028.44	12,041.53	17,034.44	1,006.00	
Continuing Education & Wellness				1,000.00	1,000.00	
Annuity-Equity	0.00	2,800.00	2,800.00	4,800.00	2,000.00	
Health and Life Insurance	1,489.50	8,974.00	7,542.00	7,150.00	-1,824.00	

FICA		4,258.33	4,097.17	4,462.58	204.25	
TOTAL	**36,816.86**	**96,156.26**	**87,864.33**	**101,251.44**	**5,095.18**	
Canon to the Ordinary:						
Salary	11,361.80	34,592.16	23,275.45	35,975.84	1,383.68	
Housing Allowance	8,625.00	10,702.54	20,700.00	11,023.61	321.07	
Auto	545.30	1,800.00	2,140.62	1,800.00	0.00	
Pension	4,317.26	8,634.33	5,236.28	8,955.28	320.95	
Health and Life Insurance	1,489.50	8,974.00	7,542.00	7,150.00	-1,824.00	
FICA		2,673.84	2,569.22	2,752.15	78.31	
Continuing Education & Wellness	36.00	1,000.00	890.28	1,000.00	0.00	
TOTAL	**26,374.86**	**68,376.87**	**62,353.85**	**68,656.88**	**280.01**	
Program Consultant:						
Contract				12,000.00	12,000.00	12,000.00
TOTAL				**12,000.00**	**12,000.00**	**12,000.00**
Christian Education Consultant:						
Salary	2,691.25	6,000.00	5,612.16		-6,000.00	
Pension		1,080.00	252.56		-1,080.00	
FICA		459.00			-459.00	
TOTAL	**2,691.25**	**7,539.00**	**5,864.72**	**0.00**	**-7,539.00**	
Youth Ministry:						
Salary	5,150.00	12,360.00	18,327.75	13,000.00	640.00	
Health Insurance			1,788.00			
Pension		1,112.40			-1,112.40	
Auto	255.00	1,200.00	405.76	1,800.00	600.00	
FICA	394.00	945.54	918.00	994.50	48.96	
TOTAL	**5,799.00**	**15,517.94**	**21,439.51**	**15,794.50**	**176.56**	
Secretary to the Bishop:						
Salary	7,980.42	22,801.22	21,214.51	18,788.20	-4,013.02	
Health & Pension Benefit	0.00	2,052.10	2,000.00	1,690.93	-361.17	

FICA	610.48	1,744.29	1,622.88	1,437.29	-307.00	
TOTAL	**8,590.90**	**26,597.61**	**24,837.39**	**21,916.42**	**-4,681.19**	
Assistant Secretary:						
Salary	2,407.30	7,696.00	6,362.48	6,000.00	-1,696.00	
FICA	133.42	588.74	486.74	459.00	-129.74	
TOTAL	**2,540.72**	**8,284.74**	**6,849.22**	**6,459.00**	**-1,825.74**	
Treasurer of the Diocese:						
Salary	5,608.30	13,460.04	12,582.57	13,863.84	403.80	
FICA	429.00	1,029.69	962.41	1,060.58	30.89	
Health & Pension Benefit	426.00	1,500.00	1,470.84	1,747.74	247.74	
TOTAL	**6,463.30**	**15,989.73**	**15,015.82**	**16,672.16**	**682.43**	
TOTAL FOR PERSONNEL:	**89,276.89**	**238,562.15**	**224,224.84**	**242,750.40**	**-4,188.25**	
COMMITMENT TO PROGRAM:						
Commission on Christian Formation	-125.00	1,500.00	251.26	500.00	-1,000.00	
Task Force on Catechumenal Pr		1,500.00	317.57	750.00		
Catechesis Training	250.00	1,000.00	1,000.00	1,250.00	250.00	1,250.00
Episcopal Comm. Services		400.00	400.00	200.00		
Ministry to Retired Clergy & Family		600.00		600.00		
The Beacon	3,609.19	11,334.00	10,165.28	11,334.00	0.00	11,334.00
Stewardship	447.50	1,025.00	-27.46	1,075.00	50.00	1,075.00
Presiding Bishop's Fund Ex.	0.00	250.00	76.56	250.00	0.00	250.00
Commission on Ministry	307.02	1,700.00	2,487.49	1,700.00	0.00	
Committee on Ethics		1,850.00	2,433.72	1,665.00		
Commission on Theology & Lit	910.00	1,500.00	49.41	1,500.00	0.00	1,500.00
Aids Ministry		650.00	365.24	325.00	-325.00	
Recovery Ministries	0.00	500.00	500.00	500.00	0.00	
Ecumenical Commission	0.00	200.00	400.00	200.00	0.00	
Ministry to Aging Commission	0.00	150.00	150.00		-150.00	
Deacon Training	1,301.65	4,000.00	3,409.43	2,000.00	-2,000.00	
Retired Bishop's Travel	800.00	1,000.00	1,000.00	1,000.00		
Outreach/Companion Diocese	500.00	1,000.00	800.00	5,000.00	4,000.00	5,000.00
Clergy Retreat and Conferences	2,290.68	9,000.00	8,120.13	9,000.00	0.00	

Wawasee Director	2,500.00	5,000.00	5,000.00	5,000.00	0.00	
Wawasee Maintenance	2,500.00	5,000.00	5,000.00	5,000.00	0.00	
Wawasee Committee	0.00	200.00	0.00	0.00	-200.00	
Diocesan Youth Council	375.49	2,150.00	812.33	2,150.00	0.00	
Camps and Conferences	-1,314.02	3,030.00	7,065.58	3,030.00	0.00	
Happening & New Beg.	-698.85	250.00	-1,030.33	250.00	0.00	
PROGRAM TOTAL	**13,653.66**	**54,789.00**	**48,746.21**	**54,279.00**	**-510.00**	
COMMITMENT TO ADMINISTRATION:						
Office Utilization	5,229.15	12,550.00	11,750.00	13,200.00	650.00	13,200.00
Maintenance	1,476.12	3,400.00	3,395.98	3,400.00	0.00	
Telephone	3,211.92	8,500.00	7,527.32	8,500.00	0.00	
Postage	2,110.07	6,400.00	4,568.78	6,400.00	0.00	
Equipment	793.34	5,740.00	3,240.60	5,740.00	0.00	
Supplies	2,536.43	5,910.00	5,956.53	5,910.00	0.00	
Bishop's Auto and Expense	10,204.97	18,000.00	19,036.74	18,000.00	0.00	
Hospitality	746.06	1,500.00	1,465.52	1,500.00	0.00	
Insurance	1,858.00	2,800.00	2,362.83	2,800.00	0.00	
Staff Travel	3,336.46	3,500.00	3,500.00	3,500.00	0.00	
Bishop's House Depreciation		3,000.00	3,000.00	3,000.00	0.00	
Audit	0.00	2,500.00	2,600.00	3,300.00	800.00	
Chancellor	0.00	100.00	0.00	100.00	0.00	
Archdeacon Travel	100.00	1,000.00	1,345.58	1,000.00		
Standing Committee	138.51	200.00	327.82	200.00	0.00	
Minimum Salary Fund	1,873.94	6,000.00	3,000.00	6,000.00	0.00	
Clergy Deployment		1,000.00	1,000.00	1,000.00	0.00	
Conferences	1,237.00	2,000.00	2,093.07	2,000.00	0.00	
Bishop's Sabbatical		1,000.00	1,000.00	1,000.00	0.00	
Canon's Sabbatical	0.00	1,000.00	1,000.00	1,000.00	0.00	
Cathedral Receptionist	704.72	3,459.44	3,499.32	3,610.00	150.56	
Insurance Ret. Clergy & Widows	19,671.00	41,975.00	38,505.00	41,975.00	0.00	
Reserve Fund Contributions	0.00	10,000.00		6,687.79	-3,312.21	10,000.00
Contingencies & Emergencies	350.41	1,234.01		2,064.98	830.97	
Diocesan Convention	0.00	2,700.00	3,665.49	2,700.00	0.00	
Secretary to Convention	220.00	880.00	880.00	880.00	0.00	

Journals	0.00	2,200.00	1,563.70	1,928.25	-271.75	
Historiographer	81.28	300.00	0.00	300.00	0.00	
TOTAL FOR ADMINISTRATION:	**55,879.38**	**148,848.45**	**126,284.28**	**147,696.02**	**-1,152.43**	
COMMITMENT TO MISSION & NEW CONGREGATIONS:						
Revitalization & Development Comm.	33,618.76	43,635.29	35,356.48	48,494.20	4,858.91	
New Ministries	4,569.50	4,569.50	5,129.12	4,500.00	-69.50	
Rensselaer, St. Peter's	500.00	1,200.00	1,600.00	1,080.00	-120.00	
Syracuse, All Saints'				3,120.00	3,120.00	3,120.00
TOTAL MISSION & CONGREGATIONS	**500.00**	**49,404.79**	**42,085.60**	**57,194.20**	**7,789.41**	
CHURCH BEYOND THE DIOCESE	**52,518.29**	**131,757.00**	**128,049.56**	**104,258.00**	**-27,499.00**	
PERSONNEL	**89,276.89**	**238,562.15**	**224,224.84**	**242,750.40**	**4,188.25**	
PROGRAM	**13,653.66**	**54,789.00**	**48,746.21**	**54,279.00**	**-510.00**	
ADMINISTRATION	**55,578.10**	**148,848.45**	**126,284.28**	**147,696.02**	**-1,152.43**	
MISSION CONGREGATIONS	**38,688.26**	**49,404.79**	**42,085.60**	**57,194.20**	**7,789.41**	
TOTAL EXPENSES	**249,715.20**	**623,361.39**	**569,390.49**	**606,177.62**	**-17,183.77**	
INCOME	**256,162.99**	**623,361.39**	**558,703.74**	**606,177.62**	**-17,183.77**	

1997 ASSESSMENT
October 5, 1996

	1993	1994	1995	Total 3 Year	Average	1997 Assessment .16999%	Total Amount Reduction by Council
Angola, Holy Family	40,927.77	40,927.77	51,402.00	133,257.54	44,419.18	7,550.82	

Berne, St. George	12,688.00	7,516.00	8,243.00	28,447.00	9,482.33	1,611.90	
Bristol, St. John's	91,116.04	100,269.01	117,695.42	309,080.47	103,026.82	17,513.53	
Chesterton, St. Francis'	27,728.00	25,825.00	24,610.00	78,163.00	26,054.33	4,428.98	
Crown Point, St. Christopher's	49,755.00	56,395.41	45,695.19	151,845.60	50,615.20	8,604.08	
Culver, St. Elizabeth's	17,872.53	16,509.07	14,910.99	49,292.59	16,430.86	1,692.00	1,101.08
East Chicago, Good Shepherd	11,440.50	11,759.00	14,854.00	38,053.50	12,684.50	2,156.24	
Elkhart, St. David's	91,325.00	84,125.00	86,474.03	261,924.03	87,308.01	14,841.49	
Elkhart, St. John's	274,110.10	282,400.08	281,228.29	837,738.47	279,246.16	47,469.05	
Fort Wayne, St. Alban's	99,468.00	96,999.00	92,433.00	288,900.00	96,300.00	16,370.04	
Fort Wayne, Grace Church	84,353.39	96,731.30	102,953.04	284,037.73	94,679.24	16,094.52	
Fort Wayne, Trinity	412,645.63	425,496.25	407,570.74	1,245,712.62	415,237.54	70,586.23	
Gary, St. Augustine's	81,377.00	84,139.00	90,162.00	255,678.00	85,226.00	14,487.57	
Gary, St. Barnabas'	35,698.00	34,604.57	40,790.00	111,092.57	37,030.86	6,294.88	
Gas City, St. Paul's	31,344.38	35,454.51	41,679.00	108,477.89	36,159.30	6,146.72	
Goshen, St. James'	74,498.17	66,994.59	99,511.98	241,004.74	80,334.91	9,145.00	4,511.13
Griffith, St. Timothy's	63,105.07	68,724.33	70,159.26	201,988.66	67,329.55	11,445.35	
Hobart, St. Stephen's	45,386.32	42,294.77	45,857.85	133,538.94	44,512.98	7,566.76	
Howe, St. Mark's	28,300.00	25,992.00	25,122.00	79,414.00	26,471.33	4,499.86	
Huntington, Christ the King	46,764.55	56,181.76	61,434.06	164,380.37	54,793.46	5,614.34	3,700.00
Kokomo, St. Andrew's	180,590.96	196,387.00	206,766.00	583,743.96	194,581.32	33,076.88	
LaPorte, St. Paul's	139,101.00	138,145.00	130,992.00	408,238.00	136,079.33	23,132.13	
Logansport, Trinity	61,332.25	60,670.00	57,935.00	179,937.25	59,979.08	10,195.84	
Marion, Gethsemane	85,274.00	94,207.00	94,016.00	273,497.00	91,165.67	15,497.25	
Michigan City, St. Andrew's	82,746.00	73,512.00	69,157.00	225,415.00	75,138.33	8,772.77	4,000.00
Michigan City, Trinity	128,168.00	137,058.92	127,080.05	392,306.97	130,768.99	22,229.42	
Mishawaka, St. Paul's	59,884.00	59,314.00	57,613.00	176,811.00	58,937.00	10,018.70	
Munster, St. Paul's	112,771.24	108,072.00	115,789.00	336,632.24	112,210.75	19,074.70	
Plymouth, St. Thomas	106,501.05	107,269.72	113,911.67	327,682.44	109,227.48	18,567.58	
Rensselaer, St. Peter's	9,994.00	8,687.00	7,916.00	26,597.00	8,865.67	1,507.07	
South Bend, Cathedral	192,508.00	224,981.28	235,564.60	653,053.88	217,684.63	37,004.21	
South Bend, Holy Trinity	48,539.00	45,854.63	52,698.48	147,092.11	49,030.70	8,334.73	
South Bend, St. Michael's	174,688.99	201,484.91	190,131.75	566,305.65	188,768.55	32,088.77	
Syracuse, All Saints'	29,908.58	36,982.00	37,093.00	103,983.58	34,661.19	5,892.06	
Valparaiso, St. Andrew's	112,289.34	133,458.00	147,821.00	393,568.34	131,189.45	22,300.89	
Warsaw, St. Anne's	177,285.00	179,538.00	208,556.00	565,379.00	188,459.67	32,036.26	
TOTAL	**3,321,484.86**	**3,464,959.88**	**3,575,826.40**	**10,362,271.14**	**3,454,090.38**	**573,848.62**	**13,312.21**

PROGRAM COMMITTEE REPORTS

REPORT FROM FORWARD IN FAITH

PLEDGE TOTAL $1,857,328.12
PAID $1,485,713.25
BALANCE $371,614.87

GIFT TYPES:
IN-KIND (land) $110,900.00
PLANNED GIVING $420,000.00
STOCK GIFTS $47,913.40
PLEDGES (Cash) $1,278,514.72

TOTAL $1,857.328.12

DISTRIBUTIONS

NEW CONGREGATIONS $160,103.44

Foundation will make grants from the corpus with recommendations from the Bishop and the Church Revitalization and Development Committee. Money in the Key Trust Income Account.

OUTREACH $56,167.15

Foundation will make grants from the interest of corpus with recommendations from the Bishop and the Social Outreach and Economic Justice Committee. Money in the Key Trust Income Account.

CONGREGATION REVITALIZATION $184,383.46

Foundation will make grants from interest of corpus only and will make loans from corpus with recommendations from the Bishop and the Church Revitalization and Development Committee. Money in the Key Trust Income Account.

EDUCATION $100,000.00

Grants will be made from the interest of corpus by the Commission on Ministry with recommendations from the Bishop. Money in the Key Trust Income and $25,000.00 of it in the Key Trust Growth Account.

DIOCESAN ENDOWMENT $80,447.24

Money in the Key Trust Growth Account

TOTAL $581,101.29

SUMMARY:

As shown above, 1,485,713.25 has been received. Of this total $110,900.00 is in kind (land), $420,000.00 is in deferred, Planned Giving Gifts: $581,101.29 has been distributed to the five ministry areas: $168,561.77 are costs associated with running the Campaign: $80,810.00 Special Designated Gifts: and $124,340.19 will be distributed soon.

REPORT OF THE CONGREGATION REVITALIZATION AND DEVELOPMENT COMMITTEE

The work of the CR&D committee during the last year was structured upon the Rt. Rev. Francis C. Gray's address to Diocesan convention in 1995. He asked the committee to concentrate on:

1. the development of an organizational framework for congregation revitalization which can be used as a resource by local congregations
2. the defining of lines of communication and accountability
3. the distribution of resources in the form of matching grants for congregations

to be equipped for revitalization

4. the continuation of educational workshops
5. the implementation of Diocesan Council policy regarding assessment reductions
6. the training and deployment of consultants for use within the diocese
7. the encouragement and strengthening of congregations in their successes
8. the development of ways to monitor this program

The first task of the committee was to divide into two functioning subcommittees. The Rev. Megan Traquair served as sub-chair over Congregation Revitalization and The Rev. David Ottsen served as sub-chair over New Congregation Development. These two groups met monthly and the entire committee met bimonthly. There was lots of creative energy in the meetings in the on-going development of the bishop's charge. The actions decided upon were:

1. To increase the diocesan library of resources regarding congregation development and revitalization. This resource will be housed at St. Andrew's, Valparaiso and available to all congregations. When this action is complete all congregations will be notified as to content and methods to utilize this library.
2. Four parish consultations were conducted.
3. Diocesan membership in Education for Ministry was funded for $1,500.00 for the next year. This will provide tuition reductions to all members of the diocese participating in this program. Deacon Gordon Samra was approved as EFM Diocesan Coordinator.
4. The development of a diocesan resource list of people was started. This list will provide an in-house cadre of experienced resource people available for parish consultation on a variety of topics.
5. A grant request in the amount of $1,500.00 was funded ($1,000.00 in 1996 and $500.00 in 1997) for St. John's Elkhart for their continued work with consultant Suzy Miller.
6. Sent a team of lay persons from the diocese to the National Church seminar "Start Up/Start Over." This week long seminar provides tools for congregation revitalization and new development. This team was sent to help their own congregations as well as develop a consultation network. The team held a Calumet region vestry retreat in October, 1996 to disseminate the information learned. Cost for the seminar, travel, and living expenses was $5,000.00
7. Wrote a series of articles and reports for The Beacon.
8. $18,000.00 of the Diocesan budget line item for 1996 was used in support of the new church developments. The CR&D committee received the report of Christ Church's (South Bend) Bishop's Committee in its decision to close on September 22, 1996.
9. The CR&D raised questions on how it can function in a more beneficial manner in conjunction with decision making processes with the Foundation of the Diocese of Northern Indiana and Diocesan Council and other pertinent diocesan structures. As the whole issue of Diocesan Structure is being addressed by a separate task force, the CR&D offers the following application form for grant requests and diocesan assessment reduction requests. We believe it crucial to engage in congregational Mission Statements, Long Range Plans, and Stewardship Plans specifically in terms of financial requests and, generally, for the health of all congregations. The enclosed application form **is not official** but does show the direction of our thinking. We offer it at this time to generate thought and planning for the future for individual congregational leadership.

The 1996 membership of the Congregation Revitalization and Development is:

The Rev. Dabney T. Smith, Chair
Deacon Joe Illes
The Rev. J. Derek Harbin
Ms. Alisa West
Ms. Ann Heiligstedt
The Rev. C. Patrick Ormos

Mr. Richard Wolf
The Rev. Teunisje Velthuizen
The Rev. David K. Ottsen
The Rev. Robert Bizzaro
The Rev. Shelby H. Scott
The Rev. Megan Traquair
The Rev. Robert L. Fitzpatrick
The Rev. David L. Hyndman
Mr. David Heady
Mr. Julie Fitzsimmons

Faithfully Yours,
The Rev. Dabney T. Smith, Chair

Application For:
PETITIONING A REDUCTION IN DIOCESAN ASSESSMENT
or APPLYING FOR FUNDS FROM THE DIOCESAN FOUNDATION
or APPLYING FOR FUNDS FROM THE CONGREGATIONAL
REVITALIZATION AND DEVELOPMENT COMMITTEE
General Criteria

A request should not be acted upon unless the congregation has already developed a:

Mission Statement: A brief statement of who you are as a parish and how you serve God and your community, or the aim and focus of your life together as a parish.

Long Range Plan: A specific plan for the next five years about how your community will act on the Mission Statement.

and **Stewardship Plan:** An intentional plan about how the parish responds to God's gifts to us. It should include education and teaching as well as specific programs for stewardship.

Note: CR&D is prepared to provide assistance if these need to be formulated.

Procedural Steps

1. Application requested by congregation.
2. If assistance is needed to formulate a Mission Statement, Long Range Plan or Stewardship plan, CR&D is available for consultation.
3. The application is assigned to a CRD sub-committee for review.
4. Sub-committee reviews the application and forwards it to the full CRD committee with a recommendation.
5. Full CRD committee meets, reviews application and forwards it to the Diocese with a recommendation.

Application For: _____
(a Reduction; Diocesan Foundation; or CR&D)

Date _____ Phone: _____

Congregation: _____

Address: _____

City: _____ Zip: _____

Names and Addresses of Contact Persons:

1. _____ 2. _____

_____ _____

_____ _____

For Assessment Reduction - Answer all the following questions through number nineteen. **Foundation and CR&D applicants** answer questions six through nine, and nineteen through twenty-two.

Amount of current year assessment: _____

Amount of Assessment for the last 5 years:

Year	Amount
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

1. Amount of reduction requested? _____

2. For what duration of time is this reduction requested? _____

3. Reason for the request: (Please be specific in outlining the reasons that this reduction is requested)

4. Date the reduction request was authorized by your Vestry _____

5. What steps have been implemented PRIOR to this request being made to address the reasons as outlined in question 3

6. What is the Parish Mission Statement?

   a. Date Mission Statement was formulated _____

   b. Is this Mission Statement reviewed periodically? _____

   By Whom? _____ How often? _____

   Last date reviewed? _____

7. Does the Parish have a Long Range Plan? _____
   (Please provide a copy with this request)

   a. Date Long Range Plan was formulated: _____

   b. Is the Long Range Plan reviewed periodically? _____

   By Whom? _____ How often? _____

   Last date reviewed? _____

   c. How does the Long Range Plan reflect the Mission Statement?

   d. How is the Long Range Plan being carried out?

   Past:

   Present:

   Future:

8. Does the Parish have a Stewardship Statement/Plan? _____
   (Please provide a copy with this request)

   a. Date the Stewardship Statement/Plan was formulated: _____

   b. Is the Stewardship statement/Plan reviewed periodically? _____

   By Whom? _____ How often? _____

   Last date reviewed _____

c. How does the Stewardship Statement/Plan reflect the Mission Statement?

d. How is the Stewardship Statement/Plan being carried out?

Past:

Present:

Future:

9. Amount of this year's budget; _____

(Please attach a copy to this request.)

(Applicants for the Foundation or CR&D skip to Question 19)

10. Budget amounts for the last 5 years

Year	Amount
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

11. Number of pledging units this current year: _____

Average pledge amount _____

12. Number of pledging units each of the last 5 years. Average Pledge?

Year	Number of Pledges	Average Pledge
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

13. What is your yearly income pattern? Please include your monthly income and monthly expenditures.

14. What are the circumstances that have necessitated this request?

15. What are the specific steps being taken to overcome the need for this reduction, if granted? (A specific plan should be attached.)

16. How long will this plan take to implement? _____

17. If this request is not granted, are there alternatives that have been considered? (Please explain.)

18. Are there specific areas of assistance that your congregation requires?

19. Please list the value of any endowments that your parish has

Which ones are restricted? _____

Which ones are unrestricted? _____

20. What is the program or project you seek to begin? (Please attach a description including dates for the program/project)

21. How much funding do you need? _____

22. Are there other sources of funding also being used for this project/program? If so, what are they? _____

23. **For Foundation applicants only:**

Do you seek a loan or a grant? _____

Do you have any bids on this project? _____

If so, please list them. _____

24. Are there any other important things about your parish that you would like to share?

The Congregation and Revitalization Committee began its work this past year with the charge Bishop Gray gave us last year in his address to convention. He asked the committee to:

1. develop an organizational framework for congregation revitalization which can be used as a resource by local congregations
2. define lines of communication and accountability
3. distribute resources in the form of matching grants for congregations to be equipped for revitalization
4. train and deploy consultants to be used by local congregations
5. continue to conduct workshops which will educate congregations
6. implement Diocesan Council policy regarding assessment reduction
7. encourage and strengthen congregations in their successes
8. provide ways to monitor this program.

Much of this work has been undertaken and accomplished. There is still, however, more to do. We have found that all of this charge can not with integrity, be fulfilled by this committee alone. More diocesan structural issues are involved. I will speak more of this in a few moments but first let me speak of a disappointment and the directions we are focusing on to enact this charge.

Two years ago, the new church start in South Bend, called Christ Church, began. Our hope for this congregation was that it would become an eventual program sized parish. In this hope a full time priest missioner took on the establishment of this congregation. After almost two years, it became apparent that the congregation was not growing substantially in terms of numerical and financial growth. It was not seen as good stewardship of diocesan dollars to maintain a full time priest salary. The congregation of Christ Church was given several options regarding their future which included closing, continuing with a priest on a part-time basis, or merging with an existing congregation. The congregation of Christ Church chose the path of closing. This decision created room for God to move in an unexpected way. St. Paul's, Mishawaka, called Fr. Ottsen to be their rector and approximately half the Christ Church membership made St. Paul's their church home. This has had immediate, positive impact on St. Paul's. I have heard the word "mistake" used regarding the establishment of Christ Church. This is an unfair characterization. A congregation was established. It was disappointing in that id did not grow as desired numerically . . . but it did grow as a spiritually vital faith community and is still bearing fruit within the context of an existing congregation. St. Paul's is to be commended for its healthy attitude towards the incorporation of an existing faith community.

Regarding the Christ Church property, the house will be rented by the Root Group from the Cathedral so it will continue to be used within the context of ministry. The Congregation Revitalization & Development Committee will continue to evaluate what worked and what did not work in the establishment of a program sized congregation in our diocese. We will also evaluate the future use of the former Christ Church house and land. It might be in the best interest of the diocese to sell the property. It might also, however, be in our best interest to hold onto it for land banking purposes or the future establishment of mission in this area. No conclusion has been reached at this point. Christ Church was not a mistake. It would have been a mistake to not attempt a new

church start. There are new congregations being planted across the Episcopal Church. Some thrive, some do not. We, as a greater Church are learning how to establish new outposts of Christ's Body. It is worth celebrating Christ Church. We will learn from it and continue. Christ Church did not develop as desired but we hope that it never be considered a failure that binds us as a diocese from trying again to plant new congregations. The Gospel imperative to seek the world for Christ is still our fundamental stance.

In your packets of information you will find an application form that reflects the thinking of CR&D regarding congregational petitions for reduction in diocesan assessments; application for funds from the Foundation; and application for funds from CR&D. This is a working copy that is not yet fully operational, but does show our theological thinking regarding the unity of all of our congregations. This approach helps all of us be there for each other. This document is intended to serve The Foundation of the Diocese of Northern Indiana, Diocesan Council, and the Congregation Revitalization & Development Committee. It offers a consistent instrument for communication within existing diocesan structures. It also offers congregations one document to use for several purposes. We believe that it encourages health in congregational living by focusing on mission statements, concrete stewardship plans, and long range planning. This application form is intended to be an initial response to the bishop's charge to develop an organizational framework for congregation revitalization, to define lines of accountability and communication, make grant money available, and to implement Diocesan council policy on assessment reductions. We encourage the use of this form at this time. Please let us know if you have any comments that would help clarify this document.

Regarding the charge to train and deploy consultants for congregational use, we sent a group of lay people to the Start Up/Start Over seminar this calendar year to begin this training. We intend in this coming year to continue training diocesan consultants in various areas of congregational mission strategies and conflict resolution. This will continue and improve the work of congregational consultations that have already been made available and utilized. A diocesan resource list is one of our priorities to finalize in the coming year.

We were also charged to continue educational workshops. In the past year, we made Education for Ministry available at a reduced rate for all in the diocese. If you would like further information on EFM please call Deacon Gordon Samra of Trinity Church, Fort Wayne. During the coming year a workshop called "the Magnetic Church" will be offered led by the Rev. Andrew Weeks. We will also assist St. Mary's Monticello and St. Peter's, Rensselaer in the sponsoring of a conference entitled "Celebrating and Upholding Small Church Ministry" led by the Rev. Bob Hansel. Please take a look at the CR&D display table with the beginnings of the diocesan resource library for congregational revitalization. These resources are available for loan to any congregation.

In terms of future new church planting, we still have opportunities available to us that convention noted in 1991. It is worth celebrating that, since the 92nd convention. . . with the building of the new St. Michael's on the north side of South Bend; the relocation of Grace Church (formerly St. Philip & St. James in Fort Wayne; and the establishment of congregations in Monticello and Wabash . . four of the eight goals for new development have been started in the past five years!) As was true in 1991, we still recognize that we cannot do everything we would like to do, but we can do some thing. We do recognize the need to be cautious with our financial resources but we want to stay on the course of living into a mission mind set and not merely the maintenance of the status quo. With that in mind, we still are looking towards the Calumet region to establish a new congregation. A specific location is not set but the potential there is recognized.

For the coming year, it is our intention to utilize the allocated funds available in the budget for the continuance of programs in progress; to develop the education projects and expand the educational resources; to do an in depth analysis of the Calumet region for a new church start; and to assist in the reformulation of structure.

I mentioned diocesan structural issues at the outset of this talk. We applaud Bishop Gray's directive to set in motion a retooling of the structure of the Diocese of Northern Indiana. Much is entailed in this. We have recognized over the years the need to clarify how decisions are made within diocesan structures; to clarify how distinct diocesan committees impact each other; to clarify the mission strategy of the diocese as a whole. We applaud the decision to not merely tinker with diocesan structure but to revision how we live in the larger faith community together. For example, we recognize congregational revitalization to be inseparable from clergy deployment, evaluation, and accountability; and continuing education for clergy. We recognize the difficulty in proceeding with clarity in issues of new church starts, or issues of helping hurting congregations, revitalize, without clear definitions of aided congregations, mission status congregations, fellowships groups, and parishes. We believe it is essential that we stay invested in this process of structure revisioning for the diocese. There is much we can do together but we must be together. Small congregations, large congregations, congregations that are stable, congregations that face uncertain or painful futures.. . we cannot afford to think in isolation from each other. Congregation Revitalization a& Development is the name of a committee, but we see it to be the work and very fabric of the diocese . . . and it is our work together.

1996 ANNUAL REPORT OF THE PRESIDING BISHOP'S FUND FOR WORLD RELIEF

The Diocesan coordinator works in concert with the clergy, senior wardens, parish reps and the staff at "815" to effectively promote the Presiding Bishop's Fund for World Relief. Major emphasis has been placed in two (2) specific areas:

-Recruitment of parish reps

Parish reps are a key link in the Annual Appeal process, hence efforts in this area.

-Coordination of the Annual Appeal

The need for "undesignated funds" to assist in carrying out the mission of the Presiding Bishop's Fund for World Relief is paramount.

We have also engaged in dialogue with other diocesan coordinators and the staff at "815" to make effective recommendations that will contribute to the success of the Annual Appeal.

Statistics for the Diocese of Northern Indiana for 1995 and 1996 are:

	January 1 - December 31, 1995	January 1 - August 31, 1996
Presiding Bishop's Fund	$9,984.82	$7,464.25
Designated/Restricted	$1,652.46	$ TBA
Annual Appeal	$3,622.17	$2,364.72
Oklahoma City	$666.46	--

Our objectives continue to be (1) promote and coordinate the activities of the Fund within the Diocese, (2) coordinate the Annual Appeal and (3) continue the recruitment of parish reps.

Respectfully submitted,

Charlotte A. Strowhorn
Diocesan Fund Coordinator - Diocese of Northern Indiana

REPORT OF THE EPISCOPAL AIDS MINISTRY OF NORTHERN INDIANA

Hotline 1-800-782-9396 provides spiritual consolation and information for resources available to people who have HIV/AIDS and their families and to those needing locations of testing places. This is a very worthwhile program because it gives people a place to call, anonymously, where they can ask any questions freely.

I also work with other AIDS organizations where needed, the Aliveness Project, Lutheran Family Services and the Hospice program. I was very fortunate to have the two panels of the quilt to display at the diocesan convention last year with the help of the Aliveness Project. I know that this is the first time most of our people have seen pieces of the Quilt.

For the past two years, I have been involved with a program in November and December for World AIDS Day, at the Northern Indiana Arts Center for the seventh-graders of various schools in this area. The statistics show that of the 8,000 new cases in Indiana, 80% of which are 13-19 years old. These statistics may be low as many people who are HIV go to Chicago for treatment. The young people are brought by school busses to the Center. They see panels of the Quilt and have a discussion with a person who is HIV. The students are attentive and the interaction is high. It's a good thing.

There are many people working with the HIV/AIDS throughout the diocese. They work singly and with groups. This seems to be the way of AIDS ministry, unless you have funds that can allow you to have a center with a professional administrator where people with HIV/AIDS could come for support groups food and clothing, similar to St. Margaret's House.

I do wish our budget was large enough to allow those who are working with HIV/AIDS to go to some of the conferences that are offered for them.

Respectfully submitted,
Gloria Taylor

REPORT OF THE E.C.W. DIOCESAN BOARD

MEMBERS:

Gwen Black, St. Paul's, Gas City - President; Nan Lunde, Grace, St. Wayne, - Vice President; Kathleen Fluhrer, Gethsemane, Marion - Treasurer; Nancy Wiese, St. Anne's, Warsaw - Past President; June Morgan, St. Timothy's, Griffith - Calumet, President; Lorraine Richter, St. Paul's, LaPorte - Michigan City, President; Karen Harper, All Saints, Syracuse - Elkhart, President; Anne Dorgan, St. Anne's, Warsaw - Ft. Wayne, President; Gail Wing, St. James' Cathedral - South Bend, President; June Thompson, Gethsemane, Marion - United Thank Offering; Sylvia Burney, Holy Family, Angola - Bishop Dis. Fund; Nancy Skiver, Grace, Ft. Wayne - Church Periodical Club; Marie Trainor, Resurrection, Wabash - Memorial Fund; Charlotte Strowhorn, St. Augustines, Gary - President, Bishop's Fund; Candice Richardson, St. James Cathedral - Altar Guild; Tina Velthuizen, Holy Trinity, South Bend - Chaplain.

We have four board meetings a year. This year we sponsored five REFLECTIONS DAY in the diocese: February 3, Trinity, South Bend - Julian of Norwich; March 2; St. Timothy's, Griffith - Theresa of Lisieux; April 27, St. David's, Elkhart - Teresa of Avila; September 7, Gethsemane, Marion - Julian of Norwich; November 16, St. Anne's, Warsaw - Teresa of Avila

We have given to the following:

$300.00 Eye Support; $150.00 National E.C.W.; $150.00 National E.C.W. Triennial; $30.00 Sp. Prov. V Fund; $500.00 Scholarship; $250.00 Two Seminarians; $100.00 National Book Fund; and $100.00 National CPC Officers. Each year for 3 years we put $1,000.00 for 4 delegates to attend triennial and $1,000.00 for Prov. V. delegates.

Gwendolyn J. Black
Diocesan E.C.W. Pres.

THE CATECHESIS OF THE GOOD SHEPHERD

The Catechesis of the Good Shepherd is a work of Christian formation for children that is used in different ways by nine congregations in the Diocese of Northern Indiana. The work began here at the Cathedral Church of Saint James, South Bend, in the fall of 1988. The Catechesis is now in use, in whole or in part, in the following congregations of the Diocese: The Cathedral Church of Saint James, South Bend; The Church of Saint John the Evangelist, Elkhart; The Church of Saint Michael and All Angels, South Bend; The Church of the Holy Trinity, South Bend; Saint Alban's Church, Fort Wayne; Saint Andrew's Church, Kokomo; Saint Anne's Church, Warsaw; Trinity Church, Fort Wayne, and Trinity Church, Michigan City. In August 1996 the fourth course to train adults as catechists in this work with children began at Trinity Church.

Each participant in the course pays a tuition of $225.00 for the year. Twenty-five dollars of this fee is paid to the national association. The balance is used to cover the cost of providing a national trainer for each session. The lecture fee for the trainer is $250.00 to $300.00. During the 1996 - 1997 course year nine of ten trainers must be flown in for the course. One of our trainers comes from Mexico (and her travel is by no means the highest cost). Twenty-one persons are registered for the current course. For 1996 we have requested $1,250.00 from the diocesan program budget to support this formation ministry.

The Catechesis of the Good Shepherd is continuing to expand in our region and it is an ecumenical work. The Roman Catholic Diocese of Fort Wayne - South Bend is currently offering catechist formation. Of the twenty-one participants in our current course four are Roman Catholic. The sharing of how to bring up children in the Christian faith is a profound experience for those in this work.

Respectfully submitted,
The Reverend Stephen Gerth

REPORT OF THE COMMITTEE ON RECOVERY MINISTRIES

MEMBERS: Deacon Frank McKee, Chair
Deacon Alvin Zunkel
George Minnix

The primary work of this committee is, by its nature, performed on a confidential basis. We are involved in one on one counseling of addicted persons and their families.

Deacon Zunkel, who is professionally involved in addictions treatment, works 30 hours a week for North-eastern Center serving the four counties in northeastern Indiana. As an Addiction Therapist he provides substance abuse assessments and conducts regular group treatment focusing on the disease of addiction to alcohol, nicotine and other drugs. He is currently upgrading his programs in the churches of the diocese.

In addition to counseling one on one with alcoholics and narcotics and with family members, Fr. Minnix is a Facilitator to Alcoholics with AIDS, working through the Elkhart County Community Action Group (CAG) of which he is a member of the Board of Directors.

As a recovering person, Deacon McKee regularly works on a non-professional basis with a number of addicted persons and with their families. He is experienced in setting up and carrying out interventions and in lecturing and conducting retreats on addictions. He also serves as a spiritual advisor at an annual retreat of alcoholics at the Perpetual Help Retreat House in Occonomowoc, WI (which was started by Fr. Joe Hunt of Nashotah House some 16 years ago). In recent years, Deacon McKee has served as a guest lecturer at South Bend Memorial Hospital's "Pathway Center" treatment program. He also has given a half-day seminar on addictions for the Continuing Pastoral Education program at St. Joseph Hospital in Mishawaka several times in the past.

The committee has several films which cover alcoholism including its ramifications for families. These films are available for loan to parishes. Also, the committee is competent to set up and carry out interventions to get persons into formal treatment for

addictions to alcohol and other drugs.

The committee is available throughout the diocese for consultations and for showing films, for putting on seminars and for conducting weekend retreats. All of these have been done in the past within this diocese. Travel expenses are the only usual cost involved; we do not charge any fees for our services.

For the past two years the Chair has attended the national conference on "Recovery Ministries" formerly known as NECAD (National Episcopal Committee on Alcohol and drugs) and was nominated for election to its Board of Directors at the conference in Sarasota, Florida this year. Approximately half the cost of the 1996 conference was reimbursed from the diocesan budget with the other half funded by other means. The Chair anticipates a continuing membership in that organization as the representative of this diocese, subject always to the approval of the bishop. The conference for next year is to be in San Francisco.

The committee meets on an as needed basis. We have had telephone conversations and have met individually with each other on an informal basis during the past year.

REPORT OF THE STEWARDSHIP COMMITTEE

Members:

John Ritter, St. Andrew, Kokomo, Chair
Robin Douglas, St. Michael's, South Bend
Arlyne Jacobsen, St. Paul's, Munster
The Rev. Henry Randolph, St. David's, Elkhart
Jim Robinson, Cathedral of St. James, South Bend

The Stewardship Committee presented it's fourth stewardship workshop in May of 1996. This workshop was specifically for the clergy and was well received by the attendees.

Four men have been recruited to be trained as diocesan stewardship consultants. They are:

Dan Ewing, Trinity, Fort Wayne
Michael Grattan, St. John's, Bristol
John Ritter, St. Andrew, Kokomo
Harley Snyder, St. Andrew's, Valparaiso

Their initial training will be held November 22 - 24th. A second session of training will be scheduled at the initial meeting.

1997 Plans - Extensively use the newly trained diocesan consultants in diocesan parishes. To schedule one of these consultants for your parish, please call John Ritter 317-452-2815.

REPORT OF *THE BEACON* ADVISORY BOARD

Members:

Matt Carboneau, Co-Editor, The Beacon
Ann Carboneau, Co-Editor, The Beacon
The Rev. David L. Seger, Canon to the Ordinary
Sharon Katona, Treasurer
Mike Skiver, Grace Episcopal Church, Fort Wayne
Glen Richardson, The Cathedral Church of St. James
Penny Glover, St. Timothy's, Griffith

The Beacon is a four page publication of the Diocese of Northern Indiana. It is

published every other month and is distributed to diocesan churches and members. The advisory board meets on an annual basis to review the previous issues and to suggest changes as needed. All funds allocated are used for printing costs and stipend for the editors.

ST MARGARET'S HOUSE

The St. Margaret's House family is winding up another busy year, and like most families, wondering where the time has gone. Our annual meeting is held on the Sunday nearest St. Margaret's Day (November 16), so we are pausing, like two-faced Janus, to consider both past and future.

Numbers are an important measure of the success of a program (though not the only measure). Some of SMH's "numbers" since November, 1995 include the following:

-Thanksgiving feast for 65 guests;
-Christmas parties and gifts arranged for 200 women and children;
-90 Easter baskets distributed during the Easter season;
-Lunch served to 30-60 persons, 5 days a week (85 on one memorable occasion!)
-Special activities daily for up to 20 children during school vacation;
-School supplies provided to over 100 children this fall.

A grant from the United Thank Offering enabled St. Margaret's to establish a popular, ongoing Life Skills Development group under the direction of professional counselors. This fall Sister Rita Kammack, a Franciscan nun from Denver, leads weekly Bible studies in addition to the Life Skills group. The UTO grant also financed special enrichment opportunities for both guests and volunteers, including off-site retreats.

During 1996 SMH applied for designation as a Jubilee Center. Jubilee Ministry is a national Episcopal Church program which recognizes excellence in ministries to the poor. If granted, this designation would enable SMH to become part of a network of projects with similar goals, sharing ideas for program development among women and children in need.

The next few years will be crucial in establishing St. Margaret's on a permanent basis. It has been observed that small, non-profit projects most often fail in their second five years, as seed money dries up and operational expenses increase. St. Margaret's has been fortunate to date in attracting some community and institutional support in addition to that of Episcopal and other churches. An important responsibility of our Board is to work to broaden this support base. We ask your prayers for St. Margaret's House, for its guests, for our director, Kathy Schneider, for our volunteers and board members, as we strive to carry out our ministry of hospitality.

Respectfully submitted,
Mary J. Pyles, President
Board of Directors

COMMISSION ON THEOLOGY AND LITURGY

Members:

The Rev'd. Michael Basden, Chair, St. Anne's, Warsaw
The Rev'd John Schramm, St. Thomas', Plymouth
The Rev'd Stephen Gerth, Trinity, Michigan City
The Rev'd Mark Thompson, St. Anne's, Warsaw
Ms. Clifford King-Harbin, St. Andrews', Kokomo
Mr. Wayne Peterson, Trinity, Fort Wayne

The Commission recently completed several documents for the Bishop. These documents included customaries for Christian Marriage, Ordination, Burial and Holy Eucharist. While at the Bishop's discretion, the committee's intention for the use of the

documents is to provide introductory liturgical information and suggestions for the celebrations of the rites to clergy, vestries and liturgy committees.

Last spring, the Commission held a Day of Reflection with the Bishop to consider issues surrounding the Episcopate and Christian Initiation. Several issues for the future were discussed, including Baptism as the focus of a Diocesan Convention. The majority of the day was directed toward the role of the Bishop in the Catechumenal Process.

In 1996 and 1997 the majority of the funding allotted the commission through the Diocesan budget has and will be used to supplement the funding of the *Leadership for Parish Musicians Program* the Diocese of Northern Indiana co-sponsors with the Diocese of Indianapolis. Eight students from our Diocese are participating in this important program. Six of these students are working toward the Presiding Bishop's Certificate in Church Music to be rewarded at the end of the present academic year. Wayne Peterson, Parish Musician at Trinity Parish, Fort Wayne, and member of the commission serves on the faculty along with Marilyn Keiser and Michael Messina.

BISHOP'S AD HOC COMMITTEE ON ETHICS IN MINISTRY

The focus on the Ethics committee this year has been carrying out the education for church leaders required of us by our Diocesan Guidelines. These training sessions have included the full length training on the Prevention of Sexual Misconduct and Child Abuse Prevention as well as several shorter sessions. Sponsored by different parishes in different areas of the Diocese these evening trainings have served Vestry Members, Sunday School Teachers and other leaders not required to receive a full six hour training.

I have real admiration for those parishes, the lay leaders and priests, who have sought our training for their own members. It is hard to give up an evening, especially for such a difficult topic. Yet, for each evening there has been good attendance and a sincere effort to grapple issues of safety and abuse. Another, full-length training in Child Sexual Abuse Prevention takes place this fall in Bristol. Making the time to discuss the practicalities of avoiding this evil in our churches is a mark of commitment to our children, ministry, and God.

The Rev. Megan Traquair has served as the primary instructor during 1996. There are currently discussions bout bringing in other qualified lay people to help lead the shorter, non-required trainings. I believe that we are laying down the foundation of habit, construction and thought that will serve our future members well.

Respectfully submitted,
The Rev. Megan Traquair

REPORT ON DIOCESAN YOUTH PROGRAM

Every Convention needs the Macarena . . (everyone told to stand - some actually tried it)

I was told to be short and funny. Well, I'm not short and I thought you doing the Macarena would take care of the funny.

Of all the things being discussed at this convention, if we are not going to stop and consider our youth, we cannot say we care about the future of our diocese. The decisions we make today, will soon be our young people's to live with. The youth are the emerging church - all that we are doing today is for them someday. Isn't it?

I work with what is known as Generation X, the no name generation, the "clueless generation". Those names and the images they portray, are really a reflection of us, not them. Our kids are a reflection of how much we value them. Now, nearly all of us would **say** we value our kids greatly, but the portions of our budgets set aside for their programs send another message.

How many of you, at present, know the status of your youth program in your parish?

How many of you know the names of your youth that are active, and take notice of those who are missing? How many of us here are really living out our baptismal vows concerning the precious young people we saw baptized in our parishes? How many of our parishes have no youth at all?

As the new Diocesan Youth Coordinator for Northern Indiana, I have a vision - because I have already seen what **can be** in a parish and a diocese that puts youth in a high priority. And I know that our own Bishop Gray does as well.

My vision is to see our youth - know, love, and follow Jesus! I want to see them active in Christian Service to their church, community and the world. I want to see every parish in the Diocese meeting the particular needs of their youth.

How do we accomplish this great task? Partly, by doing what's been done so well in the past years - the foundation that Brian and Ann have laid for us: To have Happening and New Beginnings weekends; so sponsor Diocesan youth events; to provide summer opportunities for our children.

I believe the best way to administer these programs is to have a youth and adult leadership team. We have begun that team again this fall, and I'm excited to be working with this fine group of youth. They have a lot of great ideas and the motivation to get it done.

We've planned events for this next year including a youth event in each deanery. January - A Lock In; February - A Masquerade Ball, and this summer we want to have two camp sessions. One for younger elementary and one for the older youth. We also want to have leadership training events to help all those working with youth.

Finally, let me remind you that the young people are watching. They are watching and hoping and praying. They know the importance of what you are doing here. The emerging church is looking for real leadership and spiritual mentors to point them to the future.

Will you do all in your power to support these persons in their life in Christ?
(We will - with God's help)

Respectfully submitted,
Aleta Watton

REPORT OF YOUNG ADULT LEADERSHIP TEAM (YALT)

Members:
Executive Committee
Mr. Jeff Foldenauer
Miss Ashton Smith
Mrs. Ann Carboneau, Diocesan Youth Coordinator

YALT is a team comprised primarily of youth which meets 3-4 times annually to plan and review youth programs sponsored by the diocese. Events this year included: a trip to Cedar Point, New Beginnings (2), Happening, Summer Camp.

YALT also sponsored several monthly meetings as well as a Chrism Eucharist Overnight, promoted the Episcopal Youth Event (EYE) and helped with the expenses of Summer Camp, specifically those of guest artist Fran McKendree and Honduran youth guest, Emy Fernandez.

Ann Carboneau resigned as Youth Coordinator following Summer Camp. Aleta Watton, St. Andrew's, Kokomo, has accepted the position. At the time of this report, the YALT chair for 1996 - 1997 had not been chosen. The Chair will be elected during a Fall meeting and will serve until the Fall of 1998.

THE INSTITUTE FOR CHRISTIAN FORMATION ANNUAL REPORT

The Very Rev. Frederick Mann, Director
Mrs. Cindy VanParys, ICF Secretary
The Rev. Mark Thompson, Chairman of the ICF Board

The Institute for Christian Formation (formerly the School for Faith and Ministry) became fully functional in October 1995. At that time a new catalogue was published and provided to all parishes of the diocese. The structure provided for two schools within ICF: *The School for Continuing Education* and *The School for Diaconal Studies.*

The School for Continuing Education began classes in January of this year offering courses that could be taken within a day of class study. Faculty members were recruited from around the diocese -- based upon their interest and expertise in the biblical and theological studies offered. Classes were held at the Cathedral the first and third Saturdays of each month. Unfortunately, many of the scheduled classes had to be cancelled due to lack of registration. Six of the scheduled classes did meet with very positive responses to the former and content of the courses.

The School for Diaconal Training began its program in November 1995 with three participants who had completed all continuing education courses under the former school structure. One of those persons was formally in process for ordination. Classes in this school met twice monthly with instructors focusing upon the practical aspects of ordained ministry within the Church. Classes were completed in June of this year, and the "Diaconal Ordination Exam" was administered to measure readiness for ordination. Six readers provided evaluation and response to the exams in assessing ordination readiness. A composite evaluation was prepared by Dean Mann and forwarded to the commission on Ministry.

Plans were underway in the spring to expand the ICF program to at least one other location within the diocese. The goal was to eventually offer the same courses in four locations within our diocesan boundaries. The Rev. Mark Thompson became Chairperson of the newly established ICF Board to oversee creating a mission statement and developing this next phase of adult education.

With the implementation of plans to reorganize the diocesan staff and leadership structure, The Institute for Christian formation was asked to suspend its organization and development for the coming year. Upon the completion of this assessment, the continuation of the school will be determined.

The Diocese of Northern Indiana now has a structure and format that may be used in future development. If you have ideas or suggestions for ongoing adult education within our diocesan family, please make them known to the staff.

THE GREATER CHAPTER OF THE CATHEDRAL ANNUAL REPORT

Members: The Rev. Stephen Gerth (1996)
Mr. Mel Ring (1996)
The Rev. David Ottsen (1997)
{Lay electee resigned shortly after election due to business needs}

One priest and one lay person are elected each year for a two-year term to the Greater Chapter of the Cathedral. More than simply attending Chapter meetings, the Greater Chapter members bring several important components:

a) expertise in ministry and leadership
b) experience from their own parochial setting
c) the larger perspective of the diocesan family
d) added vision as we shape the future of our mission

"As Children of God, called to be both parish and cathedral, we experience and proclaim the power of the Holy Spirit, by which we grow in Christ, serve one another and bear witness to Him in the local neighborhood, the larger community and the diocese."

This statement of vision was adopted by St. James in 1994 to provide a focus for our common life and mission. As a parish, St. James functions much like any urban church in our diocese. Our daily life revolves around our worship, ministry and outreach. The members of the Greater Chapter consistently bring to us the expertise of vocation and profession in helping our leadership focus on the issues at hand.

As a cathedral, St. James is working to model worship and ministry that will bring additional depth and leadership to our diocesan family. This would not be completely possible without the larger perspective brought to us by members of the Greater Chapter. As we "chart new waters" (the impetus for the name of the Cathedral newsletter, "Chartings"), the clergy and lay involvement from our sister parishes on the Chapter bring deeper understanding and broader scope.

We desire to continue developing the role of the Greater Chapter over the coming years and invite (as well as encourage) lay and clergy members of our diocesan family to share with us your experience, expertise and vision. We are exceedingly grateful to those who have given this time and talent. It is invaluable! We ask for those interested in this ministry of leadership to call the Dean or Wardens for more information and nomination to future Greater Chapter openings.

ANNUAL REPORT OF THE COMMISSION ON MINISTRY, 1996

Membership on Commission:

The Rev. Frank Moss, Trinity, Fort Wayne, Chairman (1996)
The Rev. Michael Haas, Trinity, Logansport (1996)
Mrs. Kitty Clark, St. Andrew's, Valparaiso (1996)
The Rev. Margaret Harker, Christ the King, Huntington (1997)
Mrs. Kay Miller, St. John's, Elkhart (1997)
Mr. LeRoy Lacey, St. Andrew's, Kokomo (1998)
The Rev. Dabney Smith, St. Michael and all Angels, South Bend (1998)
Mrs. Anne Donnelly, St Alban's, Fort Wayne (1998)
Deacon M. Richard Miller, St. Andrew's, Valparaiso (ex officio)
The Very Rev. Frederick Mann, Cathedral of St. James, South Bend (ex officio)
The Rev. Michael Basden, St. Anne's, Warsaw (ex officio)
The Rt. Rev. Francis C. Gray (ex officio)
The Rev. Canon David Seger (ex officio)

The Commission on Ministry was greatly influenced by a retreat in September of 1995 that was led by Dr. Tim Sedgwick of Seabury Western Seminary. Dr. Sedgwick helped the Commission to identify several problems in our process of dealing with aspirants for ordination. It became clear that we needed to substantially revise our process and that we needed adequate time to do that before we dealt with any more aspirants. We requested and received from Bishop Gray a moratorium for one year, beginning in January of 1996. The COM and the Standing Committee went on a joint retreat in the spring of 1996 to begin the arduous process of revising our guidelines. That process is nearly complete and will be finalized at a joint meeting of the COM, the Standing Committee and the Bishop on October 16, 1996. It is our hope that we will be able to reopen the ordination process in 1997.

One of the flaws in our old process was that it was "back loaded". The screening process was a continuous one almost up to the point of ordination. The new process will be "front loaded'. Aspirants will be exhaustively screened in the first nine months of the process. This new approach will help us, we believe, to better identify appropriate persons

called to ordained ministry. In addition, mentors will be in place to assist each person during their time of study. We feel that our new approach will engage the aspirant, the local parish and the Diocese in a much more careful and thorough exploration of ministry and those entering the screening process will have clearer answers, and consequently less anxiety.

The other change we made is that we are only going to screen aspirants once a year. Those who feel they might have a call to ordination must begin the process by January of any given year in order to receive a recommendation by January of the following year.

The commission on Ministry is excited by the possibilities of our new process. It has involved a considerable amount of work, which could not have happened without the editing skills of Kitty Clark and David Seger. We would like to publicly thank them for all of their work.

The Commission on Ministry was asked by Bishop Gray to develop guidelines for distributing the Forward in Faith money which was designated for continuing education in the Diocese. Total annual funds available will be about $5,000.00 Applications from both clergy and laity must be received in the Diocesan office by April 1 of each year and grants will be awarded by May 15. Because of the limited funds, no grant will be for more than $500, and successful applicants will be asked to write a written evaluation of their experience in order to be eligible for future grants. In 1996, the committee awarded grants totaling $2525.00 to the Rev. Sue Blubaugh, the Rev. Peg Harker, the Rev. Derek Harbin, and the Rev. Dabney Smith.

Because of the moratorium, the Commission on Ministry spent very little of our Diocesan budget. Total expense for the year was $340.00, which we used for our spring retreat at Wawasee.

In 1997, in addition to screening aspirants for ordination, the Commission on Ministry will be looking at the licensing on lay preachers and the possibilities for Canon IX priests and deacons (local priests and deacons ordained for a particular parish) in the Diocese.

Respectfully submitted,
The Rev. Frank Moss, Chair

REPORT OF THE STANDING COMMITTEE

Purpose of the Committee

Article IV of the Constitution of the Episcopal Church provides that a Standing Committee be elected by the convention of each diocese to be the council of advice to the Bishop. The Constitution and Canons of the Church and of the Diocese of Northern Indiana assign the Standing Committee a role in the process of approving persons for ordination and the stewardship of the Church's real property. The Committee serves as the Ecclesiastical Authority of the Diocese when there is no Bishop or Bishop Coadjutor in charge of the Diocese.

In our Diocese the Committee consists of six persons, three priests and three lay persons, who serve a three-year term. Members of the Standing Committee may serve only two consecutive terms and may not serve on the Diocesan Council. Every year the convention elects one priest and one lay person to this Committee.

Meetings, Membership and Officers of the Committee

The Committee has met six times since the 1995 Convention. The members of the Committee are Mr. Jack Mapes, St. Andrew's Church, Kokomo (1998); Mr. David Nash, Trinity Church, Michigan City (1996); Mrs. Steve (Marti) Kahn, St. Michael and All Angels, South Bend (1997); the Reverend Stephen Gerth, Trinity Church, Michigan City (1996); the Reverend Michael Basden, St. Anne's, Warsaw (1997); and the Very Reverend Frederick Mann, Cathedral of St. James, South Bend (1998). Father Gerth was elected president and Marti Kahn was elected secretary.

Consents of Episcopal Elections

The Committee signed consents for the following elections:

The Diocese of Albany to elect a Bishop Coadjutor
The Diocese of Pennsylvania to elect a Bishop Coadjutor
The Diocese of Long Island to elect a Suffragan Bishop
The Diocese of Alabama to elect a Bishop Coadjutor
The Diocese of Indianapolis to elect a Bishop Coadjutor

Consents for Consecrations

The Committee signed consents for the consecrations of the following persons:

The Reverend Canon Robert William Duncan, Jr. to be Bishop Coadjutor of Pittsburgh
The Reverend Dr. Paul V. Marshall to be Bishop of Bethlehem
The Very Reverend William Jones Skilton to be Suffragan Bishop of South Caroline
The Reverend Gordon Paul Scruton to be Bishop of Western Massachusetts
The Reverend Henry Nutt Parsley to be Bishop Coadjutor of Alabama
The Reverend Frank Neff Powell to be Bishop of Southwestern Virginia
The Reverend Canon Richard Sui On Chang to be Bishop of Hawaii
The Reverend Canon Clifton Danial, 3rd to be Bishop Coadjutor of East Carolina

Approvals for Candidate for Holy Orders

After interviewing and reviewing the documentation the Committee gave its approval for the Bishop to make the following persons Candidates for Holy Orders:

Mr. Brian Grantz and Mrs. Cynthia VanParys.

Approval For Ordination

After interviewing and reviewing the documentation the Committee gave its approval for the Bishop to ordain cynthia VanParys, a candidate for Holy Orders, to the sacred order of Deacons.

Respectfully submitted,
Mrs. Marti Kahn, Secretary

REPORT FROM EPISCOPAL COMMUNITY SERVICES

Last Sunday over 100 people gathered together, in Christian fellowship at Scherwood South in Schererville, Indiana at a Benefit Luncheon for Episcopal Community Services at which Bishop Gray was the guest speaker. When this event was first planned, we were hopeful that attendance would number 30-40. Much to our amazement that original number nearly tripled.

A lot has been happening at ECS over the last year. To cover it all would take far longer than the time period I have been allotted.

This summer, the former Chairman of ECS, Jerry Funes, tendered his resignation, prompted by poor health.

Immediately following Jerry's resignation, the Board was forced to examine what direction ECS would take. After a great deal of prayer and reflection, the need for this ministry was affirmed by all.

The Board of ECS is being expanded to reflect a broader base of the community we serve. A Transition Team has been appointed to research and implement new programs and possibly re-structure some of those programs previously offered.

In July, the Board called Fr. Lynn, as Acting Executive Director of ECS to re-organize it's structure and programs and to guide the day to day operations at ECS.

We are experiencing an influx of volunteers from the churches in the Calumet, as well as the surrounding community. And I believe our greatest accomplishment has been the cooperative effort that has come forth from all of the churches in the deanery. ECS can be proud that it is serving as a conduit for the revitalization of the Calumet, providing a means for us to fulfil our Baptismal promises.

We continue to serve those in need of assistance through the

a. Food Pantry & Clothes Closet
b. Intake, Information & Referral
c. Furniture Distribution
d. Free Prescription Medications and
e. Limited Free Medical Screening

An After School Program for Children has just been initiated, offering the children of the community an alternative to the street and providing homework assistance.

There are new programs being researched that include a Neighborhood Program - which would explore neighborhood problems and seek to develop a cooperative effort with other organizations and churches in the area to address those problems.

Another program being researched is Non-Violent Conflict Resolution which would include Workshops and Mediation Services.

We will be faced with new demands as we look at what impact the Welfare Reform Act is going to have on those currently receiving services and those that may be required to seek assistance from agencies due to the enactment of this legislation.

It should be noted that ECS does not only serve the poor. We provide a variety of services to the poor and oppressed, often times providing temporary assistance to Middle Class individuals and families in crisis. At times those services may be through programs that we offer, they are served through referral to other agencies that offer appropriate assistance for the need.

As you can see, ECS is a much needed ministry of the Episcopal Church. One that we as Episcopalians can be proud to be a part of. I invite you to visit our table in the conference center during this convention and take home some information regarding the exciting opportunities available for all of us to participate in through the ministry of ECS.

Respectfully submitted,
Richard Wolf

REPORT OF THE DIOCESE OF NORTHERN INDIANA FOUNDATION, INC.

The Directors of the Foundation met on January 6, 1996, February 24, 1996 and March 30, 1996. Most significantly, the Foundation has decided to diversity its investments and invest a percentage of its assets in equity funds. Attached to this report is the investment policy of the Foundation.

Also attached to the report is the Profit and Loss Statement of the Foundation from the period of July 1, 1995 through June 30, 1996.

Because there were no requests for loans or grants, no meetings occurred in July and October, 1996.

Respectfully submitted,
Daniel H. Pfeifer, Treasurer

Investment Policy
The Episcopal Diocese of Northern Indiana Trust

This Statement of Investment Objectives and Policy is established as a framework within which Society Bank shall invest the assets of this Trust Account and upon which the investment results of those assets shall be judged. This statement shall be subject to review and modification as the circumstances of the parties chang and as outside events such as legal or regulatory ruling require changes.

Capital Preservation is to take precedence over cash flow.

Investments are to be made in the following securities:

U.S. Government Treasury Bills, Notes and/or Bonds
Federal Agency Securities

Securities using direct U.S. Government obligations as collateral
Certificates of Deposit that are fully insured by the F.D.I.C. or F.S. L.I.C.
AA or better rated corporate bonds

The investment strategy is to develop a laddered and balanced maturity schedule that does not exceed a seven year maturity date. This is to be accomplished by selling existing investments when prudent and reinvesting the proceeds within the investment strategy. In order to preserve required liquidity, approximately five to ten per cent of the total Fund is to be held in cash equivalents (money market instruments and securities that can be converted to cash within twenty-four hours).

Society Bank has full discretion as to the selection of the individual securities but the overall framework and direction of the assets shall be decided by the Diocese. If the quality of the investment changes so that it falls below the scope of these requirements, such investments should be sold when deemed prudent, reinvesting the proceeds within the investment strategy.

The Bank and the Diocese should meet to discuss the investments of the Trust at least four times a year.

Profit and Loss Statement
July 1, 1995 through June 30, 1996

Interest Income:		
St. Anne's, Warsaw	$716.27	
St. George's, Berne	815.39	
St. Paul's	447.73	
Society Bank of South Bend	26.90	
Society Bank Investment Account	$20,338.91	
		$22,345.20
Expenses:		
7-25-95	Daniel H. Pfeifer - Copies of Incorporation Materials	$12.00
10-10-95	Special Funds Account (Blanket Bond)	$218.00
1-4-96	Warner, Armstrong, Jones (1995 Audit)	$1,300.00
6-3-96	Indiana Secretary of State	$10.00
		$1,540.00
	TOTAL INCOME	**$20,805.20**

Other Receipts and Disbursements

Receipts of principal:		
St. Anne's, Warsaw	$2,941.81	
St. George's, Berne	1,233.89	
St. Paul's	2,624.27	
		$6,799.97
	TOTAL CASH RECEIVED	**$27,605.17**

Disbursements:	
Episcopal Community Service - grant (11-4-95)	$3,000.00
St. Michael's - grant (4-1-96)	2,500.00
St. Paul's - loan (8-10-95)	$6,674.00
TOTAL DISBURSEMENTS	**$12,174.00**

Net Cash Increase	$179,609.06
Cash Balance 06-30-95	$265,494.36
Cash Balance 06-30-96	$444,103.42

Balance Sheet 06-30-96

Assets:

Society Bank of South Bend:

Checking Account		$201.27
Investment Pool Accounts		$487,071.83
General Foundation	($61,418.02)	
Cong. Revitalization	($193,945.02)	
New Congregation	($130,026.92)	
Outreach	($58,713.46)	
Growth Fund	($42,968.41)	
		$444,103.42

Notes:

St. Anne's, Warsaw	$8,621.87
St. George's, Berne	$9,343.05
St. Paul's, Gas City	$9,049.73
	$22,014.65

Assets: Balance 06-30-96	$466,118.07
Income: 7-1-95 to 06-30-96	22,345.20
Expenses: 7-1-95 to 06-30-96	1,658.69
Net Assets - Balance 06-30-96	**$486,804.58**

REPORT TO THE FINANCE COMMITTEE
SUBMITTED BY THE EPISCOPAL RELATIONS COMMITTEE (ERC)
June 5, 1996

The ERC in fulfillment of its mission to maintain and support the Episcopate for the Diocese of Northern Indiana submits the following recommendation to the Finance Committee in the matter of the compensation for our Bishop, Rt. Rev. Francis C. Gray.

The ERC, in order to make a valid judgements for compensation recommendations, has examined several factors.

1. Compensation figures, provided by Canon David Seger for 12 other dioceses of comparable size, were examined to place our Bishop's financial standing in a more "national" context.
2. Several criteria were identified which provide concrete indications of the efforts our Bishop has undertaken in the areas of the financial, administrative, spiritual, emotional and social wealth and health of the people and churches of this diocese. The indicators examined were:
   - -clergy and clergy family "wellness" programs
   - -visitations made per year
   - -special programs and series personally conducted
   - -participation and attendance at national meetings to represent and further our Diocesan philosophies and positions
   - -effective clergy and staff development
   - -fund raising
   - -stewardship of resources - financial, physical and human
3. Finally, ERC compared Assessment amounts to Episcopate salary amounts for the years, 1987 to 1996. This information only confirmed that decisions regarding compensation closely aligned with increases in available assessment monies. In reality, there had been no adjustments which coincided with superior (or less than satisfactory) achievements and efforts.

The philosophical basis of this recommendation remains grounded in the fact that a Bishop should be compensated fairly for the leadership and achievements they bring to a diocese. Their salary needs to follow more closely the concept of tithing rather than, as many families calculate church giving, upon whatever is left when a budget is set. The salary goal should be set then the means developed to achieve that goal.

The ERC, based upon the above information, recommends a merit increase of $1,000 and a cost of living raise for the Bishop. In addition, we recommend a $2,000 increase in the equity payment for the housing annuity, bringing the total up to $3,800. This is more than the diocesan recommended $2,400 for someone ordained over 20 years (See Exhibit A) but takes into consideration the shortened number of years needed to build a retirement housing annuity for our Bishop.

Respectfully submitted,
The Rev'd Shelby Scott, Chair

RESOLUTIONS

RESOLUTION #1
(Passed)

Admit Resurrection, Wabash and Saint Mary's, Monticello as Missions of the Diocese of Northern Indiana

RESOLVED, That the Diocese of Northern Indiana recognize as diocesan missions the Church of the Resurrection, Wabash and Saint Mary's, Monticello pursuant to diocesan Canon 9, Mission Organization.

RESOLUTION #2
(Passed)

Presented by the Bishop's ad hoc Committee for the Companion Relationship
Enter into a Companion Relationship with the Diocese of Honduras

RESOLVED, That the Diocese of Northern Indiana enter into a companion relationship with the Diocese of Honduras for the purpose of mutual support, prayer and interdependence in the fellowship of Christ for a period of five years; and be it further

RESOLVED, That the Committee for the Companion Relationship appointed by the Bishop report annually to the convention of this diocese on the state of the relationship, a statement of future plans and an accounting for expenditure of all funds during the fiscal year.

Explanation

Bishop Gray proposed the establishment of such a relationship in his address to the 97th convention last year. (See page 20 of the 1995 Journal.) A similar, but open-ended, enabling resolution concerning a companion relationship with the Diocese of Enugu was passed by 87th Convention in 1985. It is believed that the development of the relationship will take at least five years. If the relationship is found to be mutually beneficial to both dioceses it could be renewed for another period of time.

THE
DIOCESE OF NORTHERN INDIANA

JOURNAL

OF THE

PROCEEDINGS

OF THE

NINETY-NINTH

ANNUAL CONVENTION

A.D. 1997

JOURNAL OF THE PROCEEDINGS

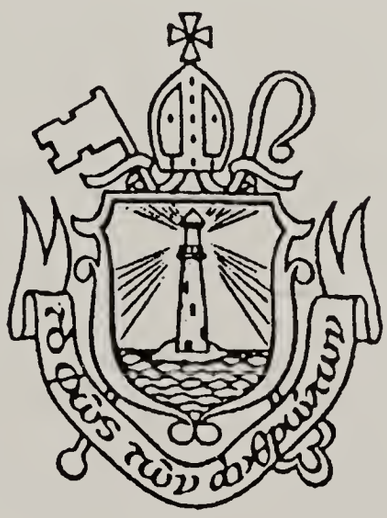
of the

NINETY-NINTH ANNUAL CONVENTION

of the

DIOCESE OF NORTHERN INDIANA
November 7-8, 1997

To Which are Added
Parochial and Diocesan Reports and Appendices



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	ALL BAPTIZED PEOPLE	COMMUNICANTS IN GOOD STANDING	CONFIRMATIONS	RECEIVED	1997 AVERAGE SUNDAY ATTENDANCE	FIRST SUNDAY IN LENT	EASTER	PENTECOST SUNDAY	FIRST SUNDAY IN ADVENT	PLEDGING UNITS 1997	PLEDGING UNITS 1998	AVERAGE WEEKLY 1997	AVERAGE WEEKLY 1998	DOLLAR PLEDGE 1998	PLATE OFFERING	PLEDGE PAYMENTS	REVENUE	EXPENDITURES
ANGOLA, HOLY FAMILY																		
BERNE, ST. GEORGE	18	18	0	0	18	19	19	17	19	0	0				$358.00	$17,595.00	$18,204.00	$11,214.00
BRISTOL, ST. JOHN'S	199	175	1	4	110	115	199	152	95	51	53	$40.94	$28.84	$79,484.00	$8,250.00	$108,563.00	$135,926.00	$122,660.00
CHESTERTON, ST. FRANCIS'	136	88	1	1	45	45	60	30	52	30	27	$15.62	$18.09	$25,400.00	$731.00	$24,361.00	$34,281.00	$28,822.00
CROWN POINT,ST.																		
CHRISTOPHER'S																		
CULVER, ST. ELIZABETH	32	32	0	0	15	6	12	14	15	12	12	$0.00	$0.00		$15,849.90		$16,498.27	$16,470.83
EAST CHICAGO,																		
GOOD SHEPHERD	139	59	0	2	29	23	55	24	40	20	19	$15.11	$20.47	$20,224.00	$11.00	$15,711.65	$26,866.11	$26,866.11
ELKHART, ST. DAVID'S	140	91	1	2	61	55	88	61	41	35	33	$42.02	$42.05	$72,160.00	$8,035.20	$76,478.00	$93,461.95	$91,909.54
ELKHART, ST. JOHN'S	665	375	6	1	179	148	316	219	183	172	152	$25.15	$25.36	$200,409.20	$6,896.00	$224,908.00	$299,418.00	$286,674.00
FORT WAYNE, GRACE CHURC	197	187	8		99	77	165	124	110	56	56	$30.12	$31.25	$91,005.00	$21,715.00	$87,701.00	$201,482.00	$116,437.00
FORT WAYNE, ST. ALBAN'S	216	174	6	1	110	75	234	148	95	88	89	$18.37	$18.55	$85,870.00	$11,148.57	$84,045.75	$122,810.62	$111,876.51
FORT WAYNE, TRINITY	987	746	3	0	310	208	649	300	342	271	269	$26.65	$29.13	$407,472.00	$12,182.32	$375,484.85	$678,511.42	$528,828.29
GARY, ST. AUGUSTINE'S	183	183	0	0	63	42	110	52	51	52	58	$31.26	$17.75	$53,533.00	$2,095.00	$84,528.00	$95,767.00	$103,195.00
GARY, ST. BARNABAS'	117	70	0	0	31	24	37	35	46	17	16	$37.84	$33.56	$27,920.00	$1,349.00	$33,451.00	$47,435.00	$46,116.00
GAS CITY, ST. PAUL'S	53	53	0	0	24	14	41	19	15	16	12	$28.54	$20.55	$12,824.00	$1,334.00	$23,742.00	$34,171.00	$35,088.00
GOSHEN, ST. JAMES	103	62	2	1	56	57	83	84	48	40	36	$32.24	$34.82	$65,192.00	$5,728.00	$67,049.00	$92,303.00	$93,271.00
GRIFFITH, ST. TIMOTHY'S	121	115	0	1	78	52	213	87	72	44	40	$20.39	$23.08	$48,000.00	$2,387.00	$46,662.00	$57,316.00	$78,004.00
HOBART, ST. STEPHEN'S	81	81	0	0	48	40	119	44	48	24	32	$14.78	$13.91	$23,150.00	$2,646.00	$18,442.00	$28,537.00	$37,455.00
HOWE, ST. MARK'S	62	50	0	0	40	39	74	48	44	25	25	$22.39	$18.85	$24,500.00	$1,783.00	$29,106.00	$33,714.00	$34,401.00
HUNTINGTON, CHRIST																		
THE KING	200	140	7	1	73	57	106	104	86	39	49	$29.67	$29.23	$74,473.00	$5,862.10	$60,177.00	$81,265.78	$80,747.61
KOKOMO, ST. ANDREW	388	291	5	2	200	219	501	230	213	224		$19.29			$8,232.76	$224,689.95	$309,050.55	$324,211.74
LAPORTE, ST. PAUL'S	201	154	4	0	92	75	184	104	99	77	81	$19.55	$19.26	$81,141.00	$1,986.00	$78,279.00	$162,103.00	$162,329.00
LOGANSPORT, TRINITY	183	177	0	0	58	31	120	91	62	42	45	$26.21	$22.68	$53,078.00	$968.00	$57,246.00	$61,711.00	$59,763.00
MARION, GETHSEMANE	162	155	0	0	115	81	164	124	132	61	65	$28.86	$27.93	$94,400.00	$3,918.00	$91,559.00	$98,049.00	$113,681.00
MICHIGAN CITY, ST. ANDREW	91	56	0	0	56	43	101	58	43	41		$29.42			$1,173.00	$62,715.00	$109,142.00	$105,945.00
MICHIGAN CITY, TRINITY	216	166	0	0	110	84	204	110	186	100	81	$23.18	$27.54	$115,995.00	$7,445.00	$120,545.00	$214,785.00	$170,274.00
MISHAWAKA, ST. PAUL'S	102	96	0	2	66	50	90	55	71									
MONTICELLO, ST. MARY'S	16	15	0	0	8	12	15	10	4	2	2	$0.00	$31.92	$3,320.00			$3,473.20	$4,900.40
MUNSTER, ST. PAUL	315	265	0	0	129	97	235	119	141	99	109	$21.45	$17.47	$99,000.00	$6,196.45	$110,425.20	$232,767.22	$266,500.29
PLYMOUTH, ST. THOMAS	210	205	0	0	115	101	212	141	103	68	66	$32.15	$32.49	$111,495.00	$3,336.70	$113,672.05	$168,375.02	$157,205.97
RENSSELAER, ST. PETER'S	16	16	1	1	12	7	18	13	11	4	4	$29.81	$29.81	$6,200.00	$1,396.00	$6,200.00	$9,086.00	$8,655.00
SOUTH BEND, CATHEDRAL	447	306	5	0	184	180	298	187	176	107	87	$34.81	$35.50	$160,620.00	$10,182.00	$193,693.00	$312,895.55	$301,178.43
SOUTH BEND, HOLY TRINITY																		
SOUTH BEND, ST. MICHAEL'S	409	227	5	2	224	214	424	231	213	76	78	$47.39	$34.13	$138,423.80	$5,067.53	$187,282.51	$664,644.99	$1,497,834.21
SYRACUSE, ALL SAINTS'	74	49	0	0	39	19	57	24	30	27	27	$24.46	$19.43	$27,276.00	$2,362.95	$34,343.50	$54,991.07	$42,426.40
VALPARAISO, ST. ANDREW'S	364	337	6	3	135	115	315	139	127	100	89	$29.23	$35.08	$162,329.00	$14,961.00	$152,017.00	$168,876.00	$171,428.00
WARSAW, ST. ANNE'S	540	431	7	6	281	144	338	201	181	103	104	$42.18	$45.21	$244,500.00	$9,935.00	$225,936.00	$702,229.00	$469,758.00
TOTALS	7383	5645	76	30	3213	2568	5856	3399	3194	2123	1816	$27.51	$27.63	2609399	185521.48	$3,036,608.46	$5,370,146.75	$5,706,126.33

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DIOCESAN DIRECTORY
THE EXECUTIVE

THE BISHOP
The Right Reverend Francis Campbell Gray
117 North LaFayette Boulevard, South Bend, Indiana 46601

CANON TO THE ORDINARY AND ADMINISTRATIVE ASSISTANT
The Rev'd Canon David L. Seger
117 North LaFayette Boulevard, South Bend, Indiana 46601

SECRETARY
The Rev'd Canon John E. Schramm
P.O. Box 421, Plymouth, Indiana 46563

ASSISTANT SECRETARY
The Rev'd Canon David L. Seger

TREASURER
Mrs. Sharon Katona
117 North LaFayette Boulevard, South Bend, Indiana 46601

COMMISSION ON MINISTRY
Mrs. Anne Donnelly, Chair

CHANCELLOR OF THE DIOCESE
The Hon. Dan Pfeifer

THE LEGISLATIVE BODIES
THE CONVENTION

The Bishop, President
The Treasurer
The Chancellor
The Clergy
The Lay Delegates

CONVENTION COMMITTEES

THE COMMITTEE ON CONSTITUTION AND CANONS
The Chancellor, Chair
The Rev'd Stephen Gerth (1999)
Mr. Jay Rigdon (1998)
Mr. Joseph Weaver (2000)
Mr. Daniel Pfeifer (2000)
The Rev'd David Seger, *ex officio*

CREDENTIALS COMMITTEE
Ms. Pat Huizenga
Mr. Stephen Eyrick
The Rev'd Dale Hathaway

THE ELECTIONS COMMITTEE
The Rev'd Dcn Theodore Neidlinger, Chair

THE COMMITTEE ON RESOLUTIONS
The Rev'd Robert Fitzpatrick, Chair
Ms. Pam Harris
Mr. Terry Fisher

THE COMMITTEE ON ADMISSION OF NEW PARISHES AND MISSIONS
The Rev'd Dabney Smith, Chair
Ms. Carmen Oswalt
Mr. David Jocelyn

COMMITTEE ON NOMINATIONS
The Rev'd Patrick Ormos, Chair
The Rv'd David Hyndman
Mr. Randy Powers
Ms. Barbara Cassis
Mr. Mel Ring
The Rev'd Dcn. Carl Gilland
Mr. Richard Ring
Mr. Tim Skimina
Ms. Tamara Lewis
The Rev'd David Serger, *ex officio*

DIOCESAN COUNCIL
The Bishop, Chair
The Secretary
The Treasurer

CALUMET DEANERY (Retire 1998)
The Rev'd Robert Lynn
Mr. Richard Wolf

MICHIGAN CITY DEANERY (Retire 1999)
The Rev'd Stephen Gerth
Mr. Stephen Eyrick

DIOCESAN DIRECTORY (Continued)

SOUTH BEND DEANERY (Retire 1998)
The Rev'd David Ottsen
Mr. Kirk Philipsen

ELKHART DEANERY (Retire 1999)
The Rev'd Richard Kallenberg
Mr. Samuel Sommers

FORTH WAYNE DEANERY (Retire 1998)
The Rev'd J.P. Carver
Mr. Daniel Ewing

WABASH VALLEY DEANERY (Retire 1999)
The Rev'd Derek Harbin
Mrs. Pat Smith

THE JUDICIAL BODIES

THE STANDING COMMITTEE
The Very Rev'd Frederick Mann (Retire 1998)
Dr. Jack Mapes (Retire 1998)
The Rev'd Frank Moss (Retire 1999)
Mrs. Nancy Brennen (Retire 1999)
The Rev'd Michael Basden (Retire 2000)
Mrs. Martha Kahn (Retire 2000)

OTHER BODIES

DIRECTORS OF THE DIOCESE OF NORTHERN INDIANA FOUNDATION, INC.
The Bishop, Chair
The Rev'd Dcn. Theodore Neidlinger (Retire 1998)
Mrs. Charlotte Strowhorn (Retire 1998)
The Rev'd Martin Lavengood (Retire 1999)
Ms. Jill Gutreuter (Retire 1999)
The Rev'd Harold Comer (Retire 2000)
Mr. William W. Bissell (Retire 2000)

THE GREATER CATHEDRAL CHAPTER
The Rev'd Linda Hughes (Retire 1998)
Mr. J. W. Miller (Retire 1998)
The Rv'd Martin Lavengood (Retire 1999)
Ms. Sue Cummings (Retire 1999)

DEPUTIES TO THE 1997 GENERAL CONVENTION

The Rev'd Dabney Smith
The Rev'd Michael Basden
The Rev'd Margaret Harker
The Very Rev'd Frederick Mann
Mrs. Nancy Moody
Mrs. Charlotte Strowhorn
Mr. LeRoy Lacey
Mrs. Anne Donnelly

ALTERNATE DEPUTIES TO THE 1997 GENERAL CONVENTION

The Rev'd Derek Harbon
The Rev'd Richard Kallenberg
The Rev'd Frank Moss
The Rev'd Dcn. Richard Miller
Mr. Albert Harker
Mr. Gilbert Streeter
Mrs. Suzanne Stiene
Mr. R. Wyatt Mick

DEPUTIES TO PROVINCIAL SYNOD

Mrs. Cynthia Guzzo (Retire 1998)
Ms. Laurie Douglass (Alternate - Retire 1998)
The Rev'd Robert Fitzpatrick (Retire 1999)
The Rev'd Dcn. Richard Miller (Alternate - Retire 1999)
Mrs. Nancy Brennen (Retire 2000)
Mr. David Heady (Alternate - Retire 2000)

ECCLESIASTICAL TRIAL COURT

The Rev'd Canon John Schramm (Retire 1998)
The Rev'd David Hyndman (Retire 1999)
Mr. David Sirugo (Retire 2000)

EPISCOPATE RELATIONS COMMITTEE

The Rev'd Henry Randolph (Retire 1998)
Mr. Richard Wolf (Retire 1998)
The Rev'd Dabney Smith (Retire 1999)
Mrs. Arlyne Jacobsen (Retire 1999)

DIOCESAN ECUMENCIAL OFFICER

The Rev'd Frank Moss
The Rev'd Paul Tracy (Deputy)

EPISCOPAL CHURCH WOMEN

Mrs. Nancy Lunde, President
Mrs. Charlotte Strowhorn, Vice President
Mrs. Nancy Brennen, Secretary
Mrs. Kathleen Fluhrer, Treasurer

PROGRAM COMMITTEES

THE COMMITTEE ON RECOVERY MINISTRIES
Mr. Frank McKee, Chair

THE COMMITTEE ON STEWARDSHIP
Mr. John Ritter, Chair

HAPPENING STEERING COMMITTEE
Mrs. Dawn Heady

CURSILLO SECRETARIAT
Ms. Barbara Cassis, Lay Director

THE FINANCE COMMITTEE
The Bishop
The Rev'd Richard Kallenberg, Chair

THE PRESIDING BISHOP'S FUND FOR WORLD RELIEF
Mrs. Charlotte Strowhorn, Diocesan Representative

INSTITUTE FOR CHRISTIAN FORMATION
The Rev'd Dcn. Richard Miller, Chair

THE COMMITTEE ON CONGREGATIONAL REVITALIZATION AND DEVELOPMENT
The Rev'd Dabney Smith, Chair

SOCIAL OUTREACH AND ECONOMIC JUSTICE COMMITTEE
The Rev'd Robert Fitzpatrick, Chair

OFFICIAL CLERGY LIST 1997

Clergy Status	Last Name	First	Middle	Date Recorded	From
Bishop	Gray	Francis	Campbell	31 Oct 1986	Central Florida
Parochial	Phelps	C.	Richard	20 Apr 1963	Ordained
	Hyndman	David	L.	30 May 1964	Ordained
	Meyer	John	E.	1 Nov 1976	Indianapolis
	Schramm	John	E.	21 Apr 1982	Chicago
	Comer	Harold	L.	30 Nov 1983	Ordained
	Holifield	Loyd	W.	24 Oct 1984	Colorado
	Morgan	Philip		18 Sep 1985	Swans & Brecon
	Smith	Larry	J.	16 May 1986	Ordained
	Basden	Michael	P.	22 Jun 1987	Central Florida
	King	Frank	H.	12 Sep 1987	Ordained
	Kallenberg	Richard	A.	18 Sep 1987	Fond Du Lac
	Hathaway	Dale	C.	1 Feb 1988	Milwaukee
	Gerth	Stephen	S.	8 Dec 1988	Louisiana
	Lynn	Robert	N.	12 Sep 1989	Chicago
	Smith	Dabney	T.	16 Oct 1989	Central Florida
	Fitzpatrick	Robert	L.	10 Sep 1990	Newark
	Moss	Frank	H.	10 Oct 1990	Connecticut
	Randolph	Henry	George	10 Mar 1991	Louisiana
	Velthuizen	Teunisje		12 Sep 1991	Western Michigan
	Blubaugh	Susan	Jo	20 Dec 1991	Ordained
	Ormos	C.	Patrick	13 Jan 1992	Montreal
	Haas	Michael	J.	28 Mar 1992	Roman Catholic
	Harbin	J.	Derek	15 Jun 1992	West North Carolina
	Mann	Frederick	E.	9 Feb 1993	Central Florida
	Harker	Margaret	G.	4 Apr 1993	Ordained
	Traquair	Megan		13 Jul 1994	Los Angeles
	Carver	John	Phillip	22 Jul 1994	Idaho
	Ottsen	David	Keith	18 Oct 1994	Oklahoma
	Lavengood	Martin		15 Nov 1994	New York
	Hughes	Linda		25 Mar 1995	Ordained
	Grantz	Brian	G.	21 Dec 1996	Ordained
	Geisler	Mark	A.	4 Sep 1997	Chicago
	Ljunggren	Timothy	M.	17 Sep 1997	Milwaukee
	Schuneman	Steven	L.	26 Sep 1997	Western Michigan
	Kanestrom	Glenn	W.	5 Oct 1997	Central New York
Non-	Minnix	George	R.	25 Jan 1964	Ordained
Parochial	Mitchell	Leonel	L.	1 Sep 1971	New York
	Lansford	Theron	G.	9 Oct 1971	Ordained
	*Smith	Paul	R.G.	13 May 1983	Ordained
	*Jayawardene	Thomas	D.	25 Aug 1986	Roman Catholic
	*North	Mark	R.J.	25 Aug 1986	Eastern Orthodox
	*Bradshaw	Paul	F.	15 Jan 1988	Oxford
	Seger	David	L.	26 Aug 1991	Louisiana
	Lavengood	Henrietta	Brandt	2 Jun 1997	New York
Deacon	Taylor	Robert	M.	16 Nov 1984	Ordained
	*Miller	M.	Richard	4 Jan 1989	Ordained
	Taylor	Gloria	A.	12 Jun 1989	Ordained
	Finster	Mary	Ruth	8 May 1990	Ordained
	Zunkel	Alvin	P.	1 Jul 1991	Ordained

	Ring	Roberta	Kay	9 Oct 1991	Ordained
	Illes	Joseph	Paul	9 Oct 1991	Ordained
	*McKee	Francis	L.	9 Oct 1991	Ordained
	Neidlinger	Theodore	Paul	9 Oct 1991	Ordained
	*Miller	Janice	H.	18 Oct 1993	Central Florida
	Gilland	Carl		4 Dec 1993	Ordained
	*Carver	Barbara		17 Oct 1994	Idaho
Retired	*Sheridan	William	C.R.	15 Jan 1945	Maryland
	*Wood	George	B.	13 Oct 1947	Milwaukee
	*Dexter	Wilbur	B	1 Feb 1949	Chicago
	*Reid	Benedict		23 Nov 1953	Ordained
	*Douglass	Eugene	O.	22 May 1954	Quincy
	*Center	Robert	J.	20 Dec 1956	Springfield
	*McCormick	R.	Bradley	1 Sep 1957	Pittsburgh
	*Davis	George	M.	2 Oct 1967	Dallas
	Bizzaro	Robert		17 Jan 1972	New Jersey
	*Williams	W.	Kenneth	16 Feb 1973	Central Florida
	*Gibson	William		1 Jun 1974	Kansas
	*Aldrich	Thomas	Bailey	15 Dec 1974	Chicago
	Blakslee	John	C.	13 Jun 1975	Milwaukee
	Heiligstedt	Patrick	C.	22 Mar 1979	Milwaukee
	*Brown	Maxwell		1 Sep 1980	Milwaukee
	*Klatt	William	B.	18 Nov 1983	Indianapolis
	*Price	Clair	Edwin	12 Oct 1984	Ordained
	*Hernandez	Robert	G.	30 Apr 1986	Columbia
	Tracy	Paul	J.	25 Aug 1986	Idaho
	Tracy	Sarah	Shrewder	25 Aug 1986	Idaho
	*Richardson	Leslie	S.L.	9 Oct 1991	Ordained
License	*Kolbet	Paul			
	*Griswold	Edwin	A.		
	*Thornton	Michele	R.		
	*Page, Jr.	Hugh	R.		
	Turrell	James			
	*Van Valkenburgh	William	B.		
	*Hensel	Charles			
	Schroeder	Mary	Kate		
	*Seabrook	Alexander			

*Indicates NOT in attendance at this Convention.

LAY DELEGATES SEATED AT CONVENTION, 1997

CITY	PARISH OR DIOC OFFICE	NAME
Angola	Holy Family	Ms. Pam Havlin
		Ms. Penny Sholl
		Mr. Joseph Tyler
Berne	St. George	Mrs. Cary Raesner
Bristol	St. John of the Cross	Mr. Dave Streeter
		Mrs. Deborah Walters
		Mrs. Cynthia Keck
Chesterton	St. Francis	Mrs. Mary Carringer
		Mr. Mark Witek
		Mrs. Peggy Guardiola
Crown Point	St. Christopher	Ms. Kathleen Berwick
		Mr. Les Heckel
		Mrs. Ann Heiligstedt
Culver	St. Elizabeth	Lt. Col. Charles Lewis
East Chicago	Good Shepherd	Mr. Paul Hicks
		Mrs. Jacqueline Hill
		Mrs. Martha Taylor Murphy
Elkhart	St. David	Mr. William Bissell
		Mrs. Cynthia Guzzo
		Mrs. Gloria Kramer
	St. John the Evangelist	Mrs. Margery Paulen
		Mr. Jon Walker
		Mr. FLoyd Moreland
Ft. Wayne	Grace	Mrs. Chris Dulinsky
		Ms. Jan Evrard
		Mrs. Nancy Skiver
	St. Alban	Mr. Scott Raymer
		Dr. Barry Whately
		Mrs. Marge Heider
	Trinity	Mr. John Beatty
		Mrs. Patricia Samra
		Mr. John Schechter
Gary	St. Augustine	Mr. Theodore Johnson
		Mrs. Charlene Taylor
		Mrs. June Brown
Gary	St. Barnabas	Mrs. Louise Meyette
		Mr. Chuckwudi Onwuka
		Mrs. Maxine Bednar

Gas City	St. Paul	Mr. Charles Bartholomew Mrs. Gwen Black Mrs. Patsy Smith
Goshen	St. James	Mrs. Cecelia Cushing Mr. Ray Hammons Mrs. Liz Thielking
Griffith	St. Timothy	Mr. Tim Skimina Mr. Richard Wolf Mrs. Marlene Wolf
Hobart	St. Stephen	Mrs. Josie Mattix Mr. Chuck Rubartz Mrs. Kay Ruchti
Howe	St. Mark	Mr. Norm Duesler Mr. Robert Frye Mr. James Parker
Huntington	Christ the King	Mrs. Rose Holtrey Mrs. Carmen Oswalt Mr. Tom Wardrop
Kokomo	St. Andrew	Mrs. Clifford King Harbin Ms. Roxanna Lucas Mr. Phil Webb
LaPorte	St. Paul	Mrs. Sue Cummings Mr. Stephen Eyrick Mr. Charles Goethals
Logansport	Trinity	Mr. Cyle Dibble Mrs. Tami Dibble Mr. Brett Worl
Marion	Gethsemane	Mrs. Carol Gosnell Mr. Al Miltenberger Mrs. Esther Weaver
Michigan City	St. Andrew by the Lake	Mrs. Laura Cogdill Mr. David Jocelyn Mr. Curt Jones
	Trinity	Mrs. Nancy Feikes Mr. Todd Koch Ms. Rose Ray
Mishawaka	St. Paul	Mr. George Immus Mrs. Tamara Lewis Mr. Russ Skarski
Monticello	St. Mary	Mr. Neal Nussbaum

Munster	St. Paul	Ms. Pat Huizenga Mrs. Arlyne Jacobsen Mr. David Hamblin
Plymouth	St. Thomas	Mrs. Sharon Teves Mr. Tom Weis Mr. John Wraight
Rensselaer	St. Peter	Mr. Robert Adair
South Bend	Cathedral of St. James	Mr. Terry Fisher Mr. Peter McQueen Mr. Kirk Philippsen
	Holy Trinity	Mr. Ed Wiktorowski Ms. Yolanda Illes
	St. Michael and All Angels	Mrs. Ann Carboneau Mr. Robin Douglass Mrs. Martha Kahn
Syracuse	All Saints	Dr. Jerry Riffle
Valparaiso	St. Andrew	Dr. Rebecca Crise Mrs. Pamela Harris Dr. Nola Wegman
Warsaw	St. Anne	Mr. James Anderson Dr. Tony Etienne Mr. Thomas May

RULES OF ORDER

FOR CONDUCTING THE BUSINESS OF THE CONVENTION OF THE DIOCESE OF NORTHERN INDIANA

1. The schedule and agenda of the convention shall be determined by the Bishop or the presiding officer reflecting the requirements of Canon No. 2, and to the extent practicable shall be announced prior to the opening of the Convention.

2. The Convention shall have the right, however, by a vote of two-thirds of the members of the convention present and voting to change such schedule or agenda, except those items mandated under Canon No. 2.

3. a) All resolutions and a written report from the Nominating committee shall be completed and circulated to the convention delegates at least forty-five (45) days prior to the convention.

b) Any resolutions submitted after this date, other than courtesy resolutions, will require a two-thirds (2/3) vote of the members of the Convention present in order to be considered by the Convention.

4. No motion shall be considered as before the House unless it is seconded and reduced to writing.

5. All main motions and amendments thereto shall require a majority vote of those present and voting, except for the following which shall require a two-thirds vote:

A. Suspension of the rules
B. The previous question
C. Changing the time limit of debate
D. Reconsideration, if proposed by one of the majority of the first decision.

6. A member may not speak more than once on any motion until all other delegates have had an opportunity to speak.

7. Speeches shall be limited to no more than three minutes in length, unless the member is speaking on behalf of a motion from a deanery when the member may speak for no more than four minutes.

8. All statements shall be delivered from the floor except for

A. Reports by officers, committee chairpersons, or their representatives
B. Special guests of the Convention.

9. Clergy of the Church not entitled to seats, and Candidates for Holy Orders in this Diocese shall be admitted to the sittings of the Convention, and their names entered in the journal on their reporting themselves to the Secretary, but without the right to take part in the proceedings.

10. In case a parliamentary problem should arise which is not covered by existing rules, the authority shall be ***Roberts Rules of Order, Newly Revised.***

11. The above shall be the Rules of Order of all future Conventions unless altered or rescinded and shall be published in the Journal of each Convention.

MINUTES OF THE DIOCESAN CONVENTION

The Conventual Mass of the Diocese of Northern Indiana commenced at 1800 on November 7th at the Chapel of St. James on the campus of Howe Military School. The Rt. Rev'd Francis Gray, Bishop of the Diocese, celebrated the Mass with The Rt. Rev'd Leo Frade of the Diocese of Honduras preaching about the importance of the commitment of the Church to its mission. After Mass the company reconvened at the mess hall of H.M.S. for the Convention Banquet. Bishop Frade spoke to the company there present about the needs of the Diocese of Honduras, with additional information given about the history of the work of the Anglican Church in that place.

The Convention was called to order at 0905 on Saturday, November 8th, at the gymnasium of Howe Military School with prayer by Bishop Gray.

Col. George Douglas, staff member at the Academy, was called upon to introduce the pages for the convention, all of them cadets from H.M.S.

Several housekeeping details were then dealt with: balloting, items for sale from H.M.S. and Companeros en Cristo, and refreshments.

The Rev'd Harold Comer was called upon for the Credentials Committee and reported that of 106 lay persons eligible to vote, 94 were present; of 71 clergy canonically resident and entitled to vote, 50 were present.

The Bishop declared that Convention was organized for business.

Upon the request of the bishop, the minutes of last year's convention were approved.

The Rules as printed in the 1996 Journal were adopted by unanimous vote.

The Rev'd. Canon John Schramm was nominated by the Bishop as Secretary of Convention; Sharon Katona nominated to be treasurer. Convention concurred.

Mr. Dan Pfeifer was appointed by the Bishop to be the Chancellor of the Diocese and Mr. Joe Weaver was appointed Parliamentarian. The Bishop also called attention to other committee appointments, which are reflected in the Directory *(vid. supra.)*

The following clergy were introduced to Convention as being new to the Diocese since last Convention: The Rev'd Brian Grantz - Curate at St. Anne's, Warsaw; The Rev'd Glen Kanestrom, Rector of St. Paul's, LaPorte; The Rev'd Henrietta Lavengood, non-parochial; the Rev'd Timothy Ljunggren, Rector, St. John of the Cross, Bristol; The Rev'd Steven Schuneman, Rector of St. Paul's, Munster; and The Rev'd Mary Katherine Schroeder, Curate of St. Michael's, South Bend, to be ordained priest in December.

Prayers for the departed were then offered, special intentions including: The Rev'd. Bruce Mosier, William Lewis Stevens, Retired Bishop of Fond du Lac, and Stephen Sheridan's mother-in-law.

Prayers for Frank McKee, Diocesan Deacon, who is ill on this day, were also offered.

The Rev'd Dcn. Ted Neidlinger then was called upon to show two ballots on the overhead screen for the Nominations Committee. As each office and its nominees were announced by the Bishop, other nominations from the floor were called for, then the votes were taken.

Nominees:

<u>For Director of the Diocese of Northern Indiana Foundation</u>

Clerical Order (One member for a three year term)

The Rev'd Harold Comer

The Rev'd Richard Kallenberg

Lay Order (One member for a three-year term)

Mr. William Bissell

Mr. James Mayberry, Jr.

For the Greater Cathedral Chapter
Clerical Order (One Presbyter for a two-year term)
The Rev'd Martin Lavengood
The Rev'd Henry Randolph, Jr.

Lay Order (One for a two-year term)
Ms. Sue Cummings
Mr. Thedro Kimball

For the Standing Committee
Clerical Order (One presbyter for a three-year term)
The Rev'd Michael Basden
The Rev'd Patrick Ormos

Lay Order (One for a three-year term)
Mr. John Hodowal
Ms. Michele Ippolito
Ms. Martha Kahn

For Delegate to Provincial Synod
Lay Order (One member and one alternate for a three-year term)
Following the recommendation of the committee, the runner up will be considered the alternate.
Ms. Nancy Brennen
Mr. David Heady

For the Ecclesiastical Trial Court
Lay Order (One for a three-year term)
Mr. Orville Nichols
Mr. David Sirugo

For the Episcopate Relations Committee
Clerical Order (One presbyter for a two-year term)
The Rev'd Loyd Hollifield
The Rev'd John Meyer
The Rev'd Dabney Smith (nominated from the floor)

Lay Order (One for a two-year term and one to an unexpired two-year term)
Mrs. Arlyne Jacobsen
Mr. John Ritter

The first six ballots were then collected by the tellers.

The Bishop now introduced The Rev'd Charles Hensel, The Rev'd James Turrell, and The Rev'd Mary Kate Schroeder. Canonically resident outside the Diocese but serving here, the Bishop asked that they be seated with the parishes they serve. Convention did not object.

Several parishes were then recognized as working in the refugee ministry: St. Andrew's, Kokomo; St. Michael's, South Bend; and Trinity, Logansport.

The officers of the Diocesan ECW were then introduced.

Prior to his address, Bishop Gray noted that questions were being distributed to tables that would be relevant to the matters raised in his address. (*vid. infra.* for the Bishop's address).

After the address, 10 minutes were given over the discussion at the tables.

William Sneath, retired Navy Captain, Superintendent of HMS, was now called upon to talk briefly about the H.M.S. and its mission. Established in 1884 in association with the Episcopal Church as a grammar school for the training of ministers, it became a military school in 1889, for purposes of structure, reward, and discipline. Safety, structure, academics and social life - all of these are part of the education

of Howe students. Contrary to popular belief, Howe and military schools in the USA are not places for bad kids or the elite or for persons who want a military career. The Motto of the school is Church and country; faith and honour.

The first election results were then reported: The Rev'd Harold Comer and Mr. William Bissell were elected to the Foundation; to the Cathedral Chapter were elected The Rev'd Martin Lavengood and Ms. Sue Cummings; The Rev'd Michael Basden was elected to the Standing Committee, but there was no election in the lay order; Ms. Nancy Brennen was elected as Provincial Synod Delegate, with Mr. David Heady becoming the alternate; Mr. David Sirugo was elected to the Ecclesiastical Trial Court; and Mrs. Arlyne Jacobsen was elected to the Episcopate Relations Committee, there being no clerical member elected.

A new Ballot was ordered for the lay member to the Standing Committee, but first John Hodowal was stricken and the vote took place between Ms. Ippolito and Ms. Kahn. The ballot ordered to elect the clerical member of the Episcopate Relations Committee was then taken, The Rev'd Loyd Holifield was stricken from the list and the vote taken between The Rev'd John Meyer and The Rev'd Dabney Smith.

Before the resolutions were presented, the ground rules for debate were rehearsed and five minutes of convention time were taken for the tables to discuss questions pertinent to the resolutions. The questions proposed for consideration were: 1. Which of these resolutions is most important to me personally? 2. Which of these resolutions is most important to my congregation? 3. What does it mean to be a congregation? 4. What does it mean to be a diocese?

Before the resolutions were debated, The Rev'd Philip Morgan was thanked on behalf of his congregation and the School for hosting the Convention and presented with a stole brought by Bishop Frade from Honduras.

Now Resolution No. 1 was presented by The Rev'd Robert Fitzpatrick for the Resolutions Committee, with recommendation without reservation. It was offered by the Committee for Congregation Revitalization and Development to "Encourage Evangelism and Renewal." Convention approved it by unanimous voice vote.

Resolution No. 2 was recommended by Robert Fitzpatrick for the Resolutions Committee with the understanding that an amendment would be forthcoming. The resolution was an amendment to the Canons redefining the authority of the Diocesan Council. The Rev'd Stephen Gerth for the committee on Constitution and Canons rose to propose an amendment to the resolution with regard to filling vacancies. This amendment passed. The Rev'd Dick Kallenberg moved in amendment which would add chairpersons of various diocesan program commissions and committees to the council with voice and vote. Another item of his amendment called for meetings at least five times annually. Debate ensued. The Constitution and Canons Committee urged that appointed persons not be given legislative functions. The amendment was not passed when the vote was called for. More debate ensued and also questions for clarification. The Rev'd Jack Meyer offered an amendment to substitute the word: "committee" for "legislative authority" in section 2,1. The Constitution and Canons Committee urged defeat of the amendment. The amendment failed. When finally the vote on the resolution was taken, it passed as amended.

Robert Fitzpatrick moved resolution No. 3 for the Resolutions Committee with grave reservations and urged convention to consider amending it. Jack Meyer offered such an amendment and moved to amend by substitution. It was seconded, but before debate could take place, a five minute recess was taken for repair of the sound system. During the interim the Credentials Committee updated its report: of 71 clergy, 51 were present and voting. Of 106 lay, 98 were present and voting.

Convention reconvened at 1119, with nearly a twenty minute break, and debate on resolution No. 3 resumed. Robert Fitzpatrick moved to amend the substitute amendment in section "f", which dealt with representatives from affected congregations. The new section read, as amended: "a total of two persons elected by each deanery as represented by the delegates of this convention at deanery meetings called by the Deans before by March 1, 1998. The amendment was passed. Now on vote of convention, the substituted resolution was approved as the resolution to be considered. Upon further vote, convention passed the amended substitute resolution.

It was now reported to Convention that The Rev'd Dabney Smith was elected to the Episcopate Relations Committee, and that Ms. Martha Kahn was elected to the Standing Committee. This concluded the elections.

Now Robert Fitzpatrick moved the adoption of Resolution No. 4 for the Resolutions Committee and noted an amendment that would be forthcoming. Immediately Stephen Gerth moved that the consideration

of this resolution and the next one be postponed until the adoption of the budget had been moved. The motion passed and these were not considered at this time.

Mrs. Sharon Katona came to present the treasurer's report. After some questions were asked about certain of the details it was accepted as printed.

Convention broke into its business at 1145 to offer noonday prayers, then recessed at 1150 for lunch, intending to reconvene at 1300. Convention did reconvene at 1300, for presentations on diocesan life.

Mrs. Nan Lunde was called upon to make a presentation on behalf of the ECW to St. Margaret's House - a UTO grant given through the national church. The grant was in the amount of $10,000 and will be used for kitchen renovations.

Mr. Andrew Moore and Mrs. Aleta Watton came to make a presentation on the diocesan youth program. After the traditional crazy song, Aleta Watton thanked all who have supported youth ministry - especially adults who have helped, both lay and clerical. The president of YALT (the Young Adult Leadership Team), Andrew Moore, was introduced by Aleta and he reported on behalf of the YALT. He noted change and growing spiritual depth amongst the youth leadership. He also reported on the recent leadership retreat and the mission statement which came out of the weekend. The main goal of the youth program as stated by the youth themselves is to enable youth to know, love, and serve Christ within the Church. The team is focusing this year on training youth leaders to take real responsibility in the diocese. Youth ministry is headed in the right direction, but needs the help of the churches. Adult helpers are particularly needed, as well as some monetary assistance. He reported also on the personal difference that the EYE and especially Happening have had in his life. YALT's motto: youth are the church of the future and the future is now.

Barb Cassis, the lay director of the Northern Indiana Cursillo organization came next to report on the state of the movement in the diocese. The Cursillo secretariat has been working on a mission statement.

John Beatty, the newly appointed Historiographer of the diocese and author of the history of trinity Parish, Ft. Wayne, was next introduced. He would like to put together a history of the diocese now that we are approaching our centennial in 1998 and asked for the help of interested members of the parishes of the diocese.

The work of the Diocese in companionship with Honduras was now highlighted. Before the chairman of the Companeros en Cristo, Mrs. Arlyne Jacobsen, was introduced, Bishop Gray noted that the offering at the convention mass amounted to $1800. He is designating it for the repairs which are needed on Bishop Frade's car. (Before convention was over, an additional $200 was given.) Arlyne Jacobsen gave a brief report, told a story about Honduras, and announced the production of the new brochure. Bishop Frade was introduced again and called attention to the little hand made angels on the tables from Honduras, gifts from the diocese. He then offered to answer questions from the company.

Dabney Smith came on behalf of the CRD and called attention to the written report. *(vid. infra.)*

The Rev'd Richard Kallenberg came now to present the budget for 1998 and moved its acceptance on behalf of the finance committee.

Derek Harbin then came to move as an amendment to the budget resolution #5, which called for a reduction in the assessment rate. Dabney Smith offered an amendment which would have moved the reduction to the 1999 budget year and not specify anything about council adjusting the budget as called for in the original resolution. A vote was taken on the amendment, which failed.

Now came the vote on the amendment itself. The chair declared the vote to be a tie, and so defeated. But after a question was raised as to the proper way to ask for a new vote, the Bishop ordered a recount. This time the results of the vote were 79 in favour to 68 opposed. Resolution #5 passed.

Further debate continued on the budget. A question was asked in regard to whether there were sufficient funds for youth ministry. The Rev'd David Ottsen moved as an amendment that the Diocesan Council is directed at its first meeting after Convention to reallocate $1200 from contingencies to youth ministry. The amendment was seconded and passed.

As an additional budget consideration, Resolution #4, dealing with the possibility of a mortgage on a new chapel at Wawasee, was discussed. The Resolution Committee moved its acceptance. The Rev'd Frank Moss then proposed an amendment to the resolution, which was seconded. This resolution incorporated the body of resolution #4 and called for a study of its place within diocesan mission strategy. The amendment passed. Now the vote was taken on the resolution, which also passed as amended. Finally, Convention came back to the budget itself. The vote was taken on the budget as amended. The budget as

amended passed.

There were no additional resolutions and the Bishop informed convention that the usual letters of greeting and appreciation will be sent to the appropriate people.

It was noted that the 1998 Diocesan Convention will be the Centenary Convention, to be held on November 6 and 7 at Trinity Church, Michigan City. The new Presiding Bishop, Frank Griswold, is due to be the convention speaker. Closing prayers were offered by Bishop Gray and Convention adjourned at 1442.

Respectfully submitted

The Rev'd Canon John E. Schramm
Secretary to Convention

THE BISHOP'S CONVENTION ADDRESS
1997

For anyone who studies scripture, the maps in the back of the bible have a special place. One in particular in my bible shows the missionary journeys of Saint Paul to such places as Ephesus, Rhodes, Corinth, and Athens. There was a discernible plan - a mission strategy - which Paul followed throughout his ministry. He was in regular contact with his congregations, constantly doubling back to check on them, writing letters to them, holding them accountable to him and to one another. Further, he held himself accountable to each of these places as well. There is an often-repeated phrase in Paul's writings, occurring especially in the Corinthian letters. The phrase is, "in all the churches". For example, in I Corinthians 7:17, Paul says, "This is the rule I give in all the churches." In II Corinthians 8:18, "We have sent the brother who is praised as an evangelist in all the churches and who, what is more, was elected by all the churches to be our traveling companion." This phrase shows that, in all of Paul's letters, there is a sense of mutuality and common purpose. Although Paul would not have used the words, what we have described in the New Testament in a diocese - a group of congregations who are linked together for the proclamation and extension of the Gospel and who have an apostolic leader.

This pattern of leadership, adapted for local custom, is the norm for most of the Christian world. To be an Anglican, indeed to be a catholic Christian, one must be linked to a bishop in a diocese. Anglican polity, or government, then, is not a congregational polity - we are not Baptists. Ours is an episcopal polity - a church of bishops and this has been the case from New Testament times until now. That which makes our polity Anglican is that our bishops are in communion and fellowship with the Archbishop of Canterbury. Indeed, in the summer of 1998, one thousand Anglican bishops will gather for the Lambeth Conference at the invitation of the Archbishop of Canterbury.

As with the apostolic church, the diocese is the smallest complete unit of the church. That is to say, the church in her completeness is seen in the bishop and the congregations in his or her charge. In a diocese, the basic unit for evangelism and mission is the local congregation. Dioceses cannot exist without congregations, nor can congregations exist without other congregations and their bishop.

We have a wonderful diocese with almost one hundred years of rich history. Thankfully, our diocese has no deep-seated problems or violent conflicts. As we approach 1998, our centennial year, it is important to renew our mission strategy, to redefine the terms of that mission, to reaffirm that which is working and to review that which is not working.

About two years ago, I sensed restlessness in our diocese. Some of our committees were not functioning well. There seemed to be some dissatisfaction in some areas of the diocese. I, personally, seemed to have lost some focus in my own sense of vision for the diocese. In order to address these concerns directly and not wait for things to escalate, it seemed wise to seek counsel. Diocesan leadership determined that a process of restructuring was needed - not for its own sake - but for the sake of the mission. Last year's Diocesan Convention allocated a sum of money to hire a consultant who has been working with us for a year. The next section of this speech will address the process of restructure and the findings.

Process of Restructure: A committee of three persons was appointed to find a consultant. This committee interviewed three firms. The firm hired was Susan Miller and Associates. Susy Miller has been working with our diocesan leadership for over nine months. She is no stranger to this diocese. She not only was our convention speaker in 1994, but also has led workshops in this diocese. As part of the present consultation, Suzy has held three extensive meetings with the committee and with me. She has conducted three one-day meetings with the clergy of the diocese and one meeting with lay leaders. The original committee has been enlarged to eight persons. Future meetings are in the planning stage.

The meetings so far have been very helpful. The findings have revealed several areas of strength and several areas of concern. First, I will address the areas of concern. This diocese has traditionally viewed leadership using a hierarchical model. Leadership has been seen as flowing from the bishop through the clergy to the lay leaders and then to the congregations.

Bishop
Priests
Deacons
Vestries

Congregations

The restructuring committee likened this understanding of leadership to the static - and incorrect - picture of the Blessed Trinity, i.e.

Father
Son
Holy Spirit

A correct understanding of the Holy Trinity is the co-inherence of the three persons in a dynamic, not static, relationship.

Such a model of leadership, when applied to the diocese would look like this.

There would be interconnectedness all the way through the system rather than a straight line. Such a system, when put into practice, enfleshes a saying of former Presiding Bishop John Allin, that "bishops should be centered not elevated."

The results of the consultant's meetings further revealed that there is a tendency toward congregationalism on the one hand and "Lone Ranger" behavior on the other. Concerns were registered that the bishop, at times, has acted without proper consultation with the appropriate ecclesial bodies. Conversely, there are clergy and congregations who are resistant to diocesan leadership and programs, and who fail to see the value of the larger church. Our consultant has observed that these two types of behavior are dependent on each other. There are times when some congregations do not feel that their concerns are heard and thus will tend to draw in upon themselves. There are also times when the bishop will act unilaterally when he perceives a lack of support by some congregations.

The findings further noticed a sense of competitiveness among clergy and congregations. Perhaps some of the perceived weakness in the deanery system is due to competitiveness and lack of trust among the congregations. One of the signs of this is the lack of attendance by clergy at ordinations and celebrations of new ministries. Perhaps the lack of cooperation among congregations is due to the fear of loss of members. A good example of how cooperation can be life giving is in the Calumet Deanery, where most, but not all, of the congregations cooperate in educational and social outreach programs.

A final area of concern that also leads us toward our strengths is that of the need for a new vision and plan for the future of our diocese. Let's review some of our recent history. In 1989, I presented an extensive report entitled A Pastoral Plan for the Decade of Evangelism. That decade is coming to a close and, indeed, a new vision is needed. In 1991, a vary capable and energetic committee presented the report entitled Building the Body that expanded and responded to the 1989 plan. This led to a successful Forward in Faith capital funds campaign. Much has taken place since that time. Although there have been some pitfalls along the way, it is important that we pay attention to where these recent meetings are leading us.

In order to do this, let's focus now on some of the strengths that have been identified. 1. The diocese is no longer in a poverty/desperation mode of thinking. Thankfully more financial resources are in place due to improved stewardship and sound financial management. There are resources available for growth and mission.

2. Deployment of clergy is working effectively. The diocese continues to retain our fine clergy while also attracting excellent new clergy from other dioceses. Retreats, conferences, clergy days and educational workshops are well attended and received. Many clergy report feeling supported and pastorally cared for by the bishop. As mentioned earlier, The *Forward in Faith* capital campaign was successful. That is a good indication of the commitment to mission, which exists among us. I am most encouraged by the vitality that is evident among the fine leadership present at this meeting and am confident that God is leading us to new places as a new vision emerges. This will continue to come into focus as we work together to review, redefine, reaffirm, renew and restructure.

Ultimately vision leads to empowerment - the empowerment of the people of God. A vision for this diocese emerges from the entire people of God, and not just from the Bishop. One of my favorite passages of scripture is the sixth chapter of Ephesians. In part it reads: "In all your prayer and entreaty, keep praying in the Spirit on every possible occasion. Never get tired of staying awake to pray for all God's holy people, and pray for me to be given an opportunity to open my moth and fearlessly make known the mystery of the gospel of which I am an ambassador in chains; pray that in proclaiming it I may speak as fearlessly as I ought to." (Eph. 6:18-20). This passage speaks of the empowerment of God's people and the responsibility for leadership.

If there has been a central theme of my episcopate, I hope that it has been our need to proclaim Christ Jesus and to witness his saving and healing grace. I have attempted to give personal testimony of God's saving grace in my life. Repeatedly, I have quoted the old spiritual, "My hope is built on nothing less than Jesus' blood and righteousness. On Christ the solid rock I stand, all other ground is sinking sand" (LEVAS II, P.99). This hymn, which we sang last night, speaks of our task of making known the good news of Christ in the power of the spirit to the glory of the Father. All else is secondary to this calling, and all that we do as a church should be centered in Christ.

It is my belief that when persons are renewed in Christ and healed in the spirit, good things will happen. People will listen to preachers who speak with a resistless energy of love and lives will be changed. When lives are changed, churches become healthy and vibrant. This, to me, is empowerment. That is, God empowering us to be his people in this broken world.

Sadly, much of what the church is involve in is maintenance, not mission. Some people seem more committed to paying bills than seeking Christ, to repairing buildings than repairing hearts. When churches and their leaders put maintenance before ministry, they are reversing the intended gospel order. People who are transformed by the renewal of their minds and hearts will meet their budgets and care for their buildings because they have been touched by the Lord of Life.

One of the most powerful experiences I have had was to be taught by two great women of faith, Jeanne Glanton and Agnes Sanford. These women convinced me that God heals lives and that my life could be healed in the power of the spirit. These saints of God prayed for me to receive the empowerment of the Holy Spirit and to receive a deepening sense of God's presence in my life and in the lives of the congregations committed to my care. I have seen lives transformed, marriages healed, churches renewed, and addictions surrendered. One of the most challenging aspects of my ministry is to attempt to share this message to different congregations each week.

We must find ways to reach people with the good news that Christ is at work in lives in this day and age. As this happens, our churches will become centers of vitality rather than maintenance.

This ministry of empowerment calls forth mutual responsibility and interdependence in the body of Christ. In the epistle to the Philippians, Paul states: "I thank my God whenever I think of you, and every time I pray for you all, I always pray with joy for your partnership in the gospel". (Phil 1:3-4) This gospel we proclaim has mutual, shared implications. No one person proclaims the gospel; there is no such thing as a "Lone Ranger" evangelist. When we have shared leadership rather than hierarchical leadership, all persons share in the responsibility. All receive the rewards of success. All share in accountability for shortcomings and failures. Paul, again, pointed out this shared nature of the gospel when he said that he planted, Apollos watered, but Christ gave the increase. (I Cor. 3:6) "After all," Paul says, "nobody can lay down any other foundation than the one which is already there, namely Jesus Christ. (I Cor. 3:11)

Lest we succumb to the temptation that we are only responsible to and dependent upon ourselves, I offer two illustrations of mutual interdependence. One illustration is from commerce and another from nature.

We live in a global economy. The Hong Kong market affects stock prices on Wall Street. Kathy Lee Gifford's and Michael Jordan's sponsorships of clothing products affect sweatshop workers in Asia and Honduras. Mexican migrant workers are housed here at Howe Military School each summer, and their presence boosts the local economy. If our secular culture is interdependent, how much more so is the Body of Christ. When we fail to support our mission responsibilities in the National Church, Hondurans pay the price. Conversely, when we give money to the Presiding Bishop's Fund for World Relief, lives are saved in the farthest corners of the world.

Another analogy for the church is the mushroom, which grows in the woodlands of Indiana. Mushrooms are connected by tiny filament sized threads which stretch for great distances. Indeed, there is strong evidence that singular mushrooms are not individual plants at all, but are part of a vast system that is, in fact, one plant. "Now you are the Body of Christ," Paul says. "Over all things put on love, the perfect bond. And may the peace of Christ reign in your hearts, because it is for this that you were called together in one body. Always be thankful. Let the word of Christ in all its richness find a home in you." (Col. 3:14-16) Note that Paul is speaking in the plural, not the singular. He is speaking to the whole "colony" not just one individual. We must be mutually responsible to one another, not mutually exclusive. "Lone Ranger" behavior and congregationalism must cease so that Christ can be glorified and his community edified.

Our diocese can be very encouraged by the signs of hope here. The very effort of restructuring has

uncovered some historic behavior patterns and has given us power to name problems and correct them, to see blessings and celebrate them. There is much to do. Many persons have pointed to our deaneries as places where we can become more connected with one another. Keep in mind that the bishop and council cannot change the deaneries. That must come from within the deaneries. Churches must meet and cooperate - like the South Bend churches that are starting joint Holy Week services. As your bishop, I will be conducting another Lenten Teaching mission in all six deaneries and have received invitations from several churches that want to host these events. This series will be called "An Introduction to Holy Scriptures". Further, I will be happy to spend extended times in all of our deaneries in the future.

Suggestions have been made to have computers in all congregations and to connect the diocese with all congregations through the Internet. This could improve communications for all of us. Such a plan is possible if there is interest and leadership to implement it.

Finally, as you can see, there is much to be hopeful for in this good church which God has entrusted to our care. I am especially thankful for your presence here and for your willingness to serve Christ. You are proclaimers of the gospel and, as St. Paul says, "whatever you do in word or deed, do all in the name of the Lord." (Col. 3:12)

Bishop's addresses and convention actions have little affect if they are not reported on and enacted in your local worshipping community. I charge you to recommit yourselves to Christ, to be partners with me in the gospel and to make the congregations in which you live places where the Gospel of Jesus shines forth in this darkening world. Or as the deacon of the Eucharist says, "Let us go forth into the world rejoicing in the power of the spirit."

BISHOP'S OFFICIAL ACTS - 1997

Within the Diocese

Visitations	31
Other visits to congregations	17
Confirmations	84
Receptions	21
Ordinations	1
Celebrate new ministries	1
Retreats and conferences	2
Howe meetings and events	9
ECW events	2
Other meetings	20

Special Diocesan Events

Clergy retreats	2
Diocesan Council meetings	4
Bishop's Golf Day	1
Honduras companion meetings	7
Wawasee committee meetings	11
Bishop/Clergy events	5
Companion committee trip to Honduras	
Restructuring committee meetings	
Bishop's sabbatical	
Hosted visit with Bishop Frade	

Representing the Diocese

Province V meetings	1
Ecumenical events	3
House of Bishops	2
Standing Commission on World Mission	4
Consecrations	3
Nominating Committee for Presiding Bishop	3
Nashotah House Board meetings	3
General Convention in Philadelphia	
Speaking Engagements outside diocese	4

THE DIOCESE OF NORTHERN INDIANA, INC.

Independent Auditor's Report

Warner, Armstrong & Jones

525 West Washington Street, Suite 100
South Bend, Indiana 46601
(219) 234-1100

To The Council
Diocese of Northern Indiana of the Episcopal Church, Inc.
South Bend, Indiana

We have audited the accompanying statements of financial position (cash basis) of Diocese of Northern Indiana of the Episcopal Church, Inc. as of December 31, 1996 and 1995 and the related (cash basis) statements of activity for the years then ended. These financial statements are the responsibility of management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 1, these financial statements were prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. The Diocese also did not record capital assets and the related depreciation prior to January 1, 1994.

In our opinion, except for the effects of not recording capital assets and related depreciation, the financial statements of Diocese of Northern Indiana of the Episcopal Church, Inc. present fairly, in all material respects, the financial position as of December 31, 1996 and 1995 and its support, revenue, expenses, and changes in net assets for the years then ended on the basis of accounting described in Note 1.

The additional information included on pages 11-14 has been subjected to auditing procedures applied in the audit of the basic financial statements, and in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Warner, Armstrong & Jones

August 13, 1997

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

STATEMENTS OF FINANCIAL POSITION - CASH BASIS
December 31, 1996 and 1995

ASSETS	Unrestricted	Temporarily Restricted	Permanently Restricted	1996 Total All Funds	1995 Total All Funds
Cash$6,865	$101,968		$108,833	$56,849	
Investments (at market)	434,825	293,548	$276,858	1,005,231	916,292
Note receivable	37,425			37,425	40,425
Property and Equipment					
Land	110,900			110,900	110,900
Residence for new parish	80,289			80,289	80,289
Renovation in process	17,061			17,061	
Equipment	2,202			2,202	2,202
Total Cost	210,452			210,452	193,391
Accumulated depreciation	(11,738)			(11,738)	(8,322)
Net Property & Equipment	198,714			198,714	185,069
Life Insurance - Cash Value	10,791			10,791	8,791
Total Assets	$688,620	$395,516	$276,858	$1,360,994	$1,207,426
LIABILITIES AND NET ASSETS					
Note payable	$60,031			$60,031	$62,856
Net Assets	628,589	$395,516	$276,858	1,300,963	1,144,570
Total Liabilities and Net Assets	$688,620	$395,516	$276,858	$1,360,994	$1,207,426

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS - CASH BASIS

For the years ended December 31, 1996 and 1995

	- - Unrestricted - -					
	Currently Expendable	Endowment	Temporarily Restricted	Permanently Restricted	1996 Total All Funds	1995 Total All Funds
SUPPORT AND REVENUE						
Parishes and missions	$550,126				$550,126	$526,936
Conferences and rental - Wawasee	21,631				21,631	33,802
Contributions	30,000		$283,056	$17,031	330,087	416,594
Investment income	2,516	$15,600	30,600	(9,291)	39,425	117,345
Miscellaneous	2,000		41,261		2,000	38,657
Late payments from parishes	31,761				31,761	14,721
Net assets released from restrictions	188,670		(188,670)			
Total Support and Revenue	826,704	15,600	124,986	7,740	975,030	1,148,055
EXPENSES						
Program services	318,526				318,526	414,708
General and administrative	490,328				490,328	`505,621
Fund raising	9,783				9,783	4,549
Total Expenses	818,637				818,637	924,878
Increase in Net Assets Before Board Designations	8,067	15,600	124,986	7,740	156,393	223,177
Designations by the governing board:						
Investment returns utilized for current operations	9,166	(9,166)	270,530			
Held for long-term investment	(12,049)	12,049				
INCREASE IN NET ASSETS	5,184	18,483	28,560	67,154	223,177	101,879
Net Assets - Beginning	188,661	416,261	241,970	201,964	921,393	819,514
NET ASSETS - ENDING	$193,845	$434,744	$395,516	$276,858	$1,300,963	$1,144,570

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

NOTES TO FINANCIAL STATEMENTS

December 31, 1996

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Purpose and Presentation

To take, administer and dispose of in accordance with the laws and constitution and canons of the Episcopal Church of United States of America, and more especially of the constitution and canons of the Diocese of Northern Indiana of the Episcopal Church, Inc., properties of all kinds, character and types, real, personal and mixed tangible and intangible for the benefit of the ecclesiastical body known as the Diocese of Northern Indiana of the Episcopal Church, Inc. The Diocese covers a geographical area in Northern Indiana spreading East to the Ohio border, West to the Illinois border, North to the Michigan border, and South to Marion, Indiana. The Diocese includes thirty-six parishes.

Financial Statement Presentation

The Diocese adopted provisions of Statement of Financial Accounting Standards (SFAS) No. 117, "Financial Statements of Not-for-Profit Organizations" as of January 1, 1994 by restating the 1994 financial statements. Under SFAS No. 117, the Diocese is required to report information regarding its financial position and activities according to classes of net assets: unrestricted net assets, temporarily restricted and permanently restricted net assets. The Diocese has reclassified its financial statements to present classes as required. This reclassification had no effect on the change in net assets for the year ended December 31, 1994.

Contributions

The Diocese also adopted SFAS No. 116, "Accounting for Contributions Received and Contributions Made" effective January 1, 1994. In accordance with SFAS No. 116, the diocese reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is an accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions. Application of SFAS No. 116 resulted only in a change of classifications.

Basis of Accounting

It is the policy of the Diocese to prepare its financial statements on the basis of cash receipts and disbursements. Under this method, revenue is not recognized until it is received, and expenses incurred are not recognized until they are paid. This is a comprehensive basis of accounting other than generally accepted accounting principles.

Property and Equipment, and Depreciation

Beginning January 1, 1994, it is the policy of the Diocese to record property and equipment acquisitions as capital assets. Prior acquisitions of office equipment have been recorded as an operating expense.

Depreciation is provided over the estimated useful lives of the capital assets on a straight-line basis for the past January 1, 1994 acquisitions only. Depreciation expense is $3,415 for 1996 and $3,308 for 1995. This is a departure from generally accepted accounting principles.

Retirement Plan

The Diocese has a defined contribution retirement plan. Individual contracts with the church pension fund are purchased for all qualifying employees. To qualify for the retirement plan, an employee must be a full-time salaried employee of the Diocese. The retirement plan expense for the years ended December 31, were $24,312 - 1996 and $23,996 - 1995.

Income Tax Status

The Diocese is a tax-exempt organization under Section 501 (c) (3) of the Internal Revenue Code and under a similar state statute. Therefore, no provision has been made for income taxes in the financial statements.

Accounting for Net Assets

To ensure observance of limitations and restrictions placed on the use of the resources available to the Diocese, the accounts are classified according to their nature and purpose, and accordingly, all financial transactions have been recorded and grouped by class. The net assets and diocese activities are grouped and reported in major classes as described below.

Unrestricted Net Assets - are available for use at the discretion of the Council to support general and administrative operations. They include Operating Net Assets and Endowment Net Assets.

Endowment Net Assets - are restricted by the Council for particular activities and/or programs. The following are Endowment Net Assets:

Episcopate

An endowment fund for operations was established as required by the National Church. The interest is used for operations.

Reserve

An endowment fund established as an emergency reserve for salaries of the bishop and staff in case of any interruption of income from the congregations. The Council must approve any reduction in principal. The interest is available for general operations. An amount is budgeted each year to increase the reserve.

Sabbatical

The Council has established a fund to provide for the Bishop and Canon's sabbatical.

General Convention

The Council has established a fund from which to pay for the Bishop and seven other people to attend the National Convention which is held every three years.

Lambeth

The Council has established a fund from which to pay the expenses of the Bishop attending a Lambeth conference in England every ten years.

Historiographer

The Diocese has a historiographer fund from which to pay such expenses.

Bishop's Association

This fund is utilized to help individuals and families of the Diocese. The Bishop is authorized to disburse these funds.

Wawasee

This fund is for the Wawasee Center, a retreat facility.

Bishop's Residence

This fund is for repairs and maintenance of the Bishop's residence.

Equipment

This fund is for purchase of equipment for the office.

Temporarily and Permanently Restricted Net Assets - are restricted as to use by the donor or a gift instrument and are not available for operating purposes. These include the following:

Delphi Fund

This fund is from the Delphi church (no longer in existence). The original donor restricted the interest for sustaining a choir. By court order, interest now is available to the Diocese for operations.

Krause Fund

The income may be used by the Bishop "for capable young men going into ministry or in the ministry." The Bishop uses the income for education expenses such as books and conferences.

Christ Church Gary Seminarian's Fund

The donor was the church in Gary, Indiana. The principal came from the funds on hand when it closed. The interest is to be divided equally to seminarians from the Gary area each year. If no seminarians from the Gary area exist, then it is to be given to other seminarians in the Diocese of Northern Indiana. Funds are disbursed as requests are made to the Bishop.

Emma Wallach Theological Fund

The dividends from stock that was given to the Diocese and other donations are contained in this fund that is restricted for seminarian education expenses.

Capital Fund

A Capital Fund Campaign commenced in September, 1993 to aid in establishing new churches, to revitalize existing congregations, to provide for continuing education for clergy and laity, outreach projects and Diocesan Endowment. Total pledges received as of December 31, 1996 and 1995 were $179,940 and $375,033, respectively.

Episcopal Community Service Fund

This is a building fund for Episcopal Community Service, a non-profit service organization founded under the auspices of Referral and Emergency Services in Gary, Indiana to serve the homeless, hungry and indigent of Northwest Indiana.

Education Fund

This fund was established by the Capital Fund Campaign for the purpose of making grants to better prepare the people of God for ministry.

Diocesan Endowment

This fund was established by the Capital Fund Campaign. Income from this fund is utilized for operations.

Syracuse

This fund was established by the Syracuse Capital Fund Campaign for the chapel of Syracuse.

NOTE 2 - SUPPORT FROM PARISHES

Annually, assessments on the churches of the Northern Indiana Diocese are computed based on a three year average of income of each parish. Churches can request a hearing for relief from assessments if necessary. The Diocese received assessments of $581,887 - 1996 and $541,657 - 1995 of which $31,761 and $14,721 respectively was for assessments from the prior year. Assessments outstanding as of December 31, were $40,463 - 1996 and $33,017 - 1995.

NOTE 3 - NOTE RECEIVABLE

The note receivable is a 0% secured note dated April 6, 1989 from St. Stephen's Missionary Church, Inc. The principal payments are $250 per month or $3,000 each year. The balance due as of December 31, is $37,425 - 1996 and $40,425 - 1995.

NOTE 4 - INVESTMENTS

Investments consist of the following at December 31:

	1996		1995	
	-MARKET-	--COST--	-MARKET-	--COST-
Treasury notes	$1,005,231	$1,049,156	$915,128	$889,617
Certificate of deposits	0	0	1,164	1,164
TOTALS	**$1,005,231**	**$1,049,156**	**$916,292**	**$890,781**

Realized gains (losses) on the sale of investments are $1,319 for 1996 and $308 for 1995. The Following table summarizes the relationship between market value and cost of the investments as of December 31, 1996:

	Market	Cost	Excess of Market Over Cost
Balance at end of year	$1,005,231	$1,049,156	$(43,925)
Balance at beginning of year	$916,292	$890,781	25,511
Increase in unrealized appreciation		(18,414)	
Realized gain for 1996			1,319
Total gain for 1996			$(17,095)
Total loss for 1995			$63,176

NOTE 5 - OPERATING LEASE

The Diocese leases office space from the Cathedral of St. James on a year-to-year basis. The total rent paid for the years ended December 31, were $12,550 - 1996 and $12,250 - 1995. There are no future minimum lease payments for this operating lease.

NOTE 6 - NOTE PAYABLE

The Diocese financed the purchase of a residence for a new congregation with a 5 year, 9.5%, $70,000 mortgage. The mortgage is payable in monthly installments of $731. The balance due as of December 31, 1996 and 1995 is $60,031 and $62,856, respectively. There is a final payment due November 1, 1999 of $50,432.

Principle payments on the long-term note are due as follows:

1997	2,925
1998	3,496
1999	53,610
	$60,031

NOTE 7 - INTEREST EXPENSE

The amount of interest cost incurred and paid for the year ended December 31, 1996 and 1995 was $5,947 and $6,274, respectively and was charged to operations.

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
SCHEDULES OF ACTIVITY FOR TEMPORARILY AND PERMANENTLY RESTRICTED NET ASSETS

For the years ended December 31, 1996 and 1995

	Delphi Fund	Krause Fund	Christ Church Seminarian Fund	Emma Wallach Theological Fund	Education Fund	Capital Fund	Diocesan Endowment Fund	Syra-cuse Fund	Episcopal Community Service Fund	Other See Pg 13	1996 Total	1995 Total
TEMPORARILY RESTRICTED NET ASSETS												
Revenue, Gains and Other Support												
Contributions						$162,909		$86,951		$33,196	$283,056	$378,683
Interest	$12,383	$1,161	$1,472	3,071	$5,214	4,502	$2,182	$621	$6		30,612	27,581
Realized gains (losses)	31	3	3		292	12	918	12			1,271	157
Unrealized gains (losses)						(1,433)		161	(11)		(1,283)	2,975)
Net Assets released from restriction:												
General expenses		(1,079)	(500)	(5,267)		(1,205)		(3,578)		(27,374)	(39,003)	(48,260)
General unrestricted	(12,328)	773	3,000		(5,171)	(1,611)				(4,465)	(19,802)	(7,165)
Contributions:												
Diocese of Northern Indiana Foundation, Inc.						(93,194)		(5,000)			(98,755)	(189,511)
Parishes and Habitat for Humanity						(31,110)					(31,110)	(25,000)
Land												(110,900)
Increase (decrease) in temporarily restricted net assets	86	858	(3,975)	(2,196)	335	38,870	3,100	79,167	(566)	1,357	124,986	28,560
Temporarily Restricted Net Assets - Beginning	177,735	3,962	6,445	8,246	1,296	48,151	758	-0-	566	23,371	270,530	241,970
TEMPORARILY NET ASSETS - ENDING	$177,821	$4,820	$10,420	$6,050	$1,631	$87,021	$3,858	$79,167	$-0-	24,728	$395,516	$270,530
PERMANENTLY RESTRICTED NET ASSETS												
Revenue, Gains and Other Support:												
Contributions							$17,031				$17,031	$37,911
Unrealized gains (losses)	$(4,352)	$(391)	$(449)	$	$(2,219)	$	(1,880)	$	$	$	(9,291)	29,243
Increase (decrease) in permanently restricted net assets	(4,352)	(391)	(449)		(2,219)		15,151				7,740	67,154
Permanently Restricted Net Assets - Beginning	46,868	18,005	22,905		106,533		74,807				269,118	201,964
PERMANENTLY RESTRICTED NET ASSETS - ENDING	$42,516	$17,614	$22,456	$-0-	$104,314	$-0-	$89,958	$-0-	$-0-	$-0-	$276,858	$269,118

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.
SCHEDULE OF ACTIVITY FOR UNRESTRICTED ENDOWMENT
For the years ended December 31, 1996 and 1995

	Episcopate Fund	Reserve Fund	General Convention	Lambeth Conference	Sabbat-icals	Histori-ographer	Bishop's Assoc.	Bishop's Residence	Wawasee Fund	Equipment Fund	Total 1996	Total 1995
Revenue, Gains and Support												
Interest	$7,518	$13,264	$540	$505	$506	$118	$631	$173	$67		$23,322	$23,156
Realized gains (losses)	19	34	5	1	2		57				118	151
Unrealized gains (losses)(2,643)	(4,513)	(72)	(81)	(135)	40	(274)	(59)	(23)		(7,840)	(31,383)	
Total	**29,752**	**8,785**	**473**	**425**	**373**	**78**	**414**	**114**	**44**		**15,600**	**(54,690)**
Designations by the governing board:												
Investments returns utilized for current operations	(7,485)	(1,600)				(81)		1,205		1,844	(9,166)	(60,028)
Held for long-term investment			6,000	1,000	2,000						12,049	12,000
Total	**(7,485)**	**(1,600)**	**6,000**	**1,000**	**2,000**	**(81)**		**1,205**		**1,844**	**2,883**	**(48,028)**
Increase (decrease) in net assets(2,591)	7,185	6,473	1,425	2,373	(3)	414	1,319	44	1,844	18,483	6,662	
Net Assets - Beginning	136,363	236,745	6,184	9,066	7,759	2,054	13,888	3,028	1,174	-0-	416,261	409,599
NET ASSETS - ENDING	$133,772	243,930	$12,657	$10,491	$10,132	$2,051	$14,302	$4,347	$1,218	$1,844	$434,744	$416,261

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

SCHEDULES OF OTHER ACTIVITY REVENUE AND EXPENSE

For the years ended December 31, 1996 and 1995

OTHER TEMPORARILY RESTRICTED

ACTIVITY	Net Assets Beginning of Year	Revenue	Expense	Net/Revenue (Expense)	Net Assets Released	Net Assets End of Year
Blanket Insurance	($232)	$2,122	$2,299	($177)		($409)
Miscellaneous	734	39		39		734
Clergy and spouse conference	531		81	(81)		
Golf tournament		5,146	5,146			531
Pentecost project	21					21
Wawasee donations	1,052	327		327	(1,379)	
Accumulated prior interest	1,660					1,660
Bishop association	356	12,437	3,011	9,426		9,782
Grantz donations	2,815	1,775	4,590	(2,815)		2,815
Healing mission	101					101
Continued education - Bishop		2,000	845	1,155		1,155
Revitalization and development	1,200	1,250		1,250		2,450
Ethnic festival	66					66
Dance marathon	70	306	553	(247)		(177)
Episcopal youth event		1,400	1,320	80		80
Bishop trip		4,581	300	4,281		4,281
Scholarship youth	410		410	(410)		
Happening	179	688	39	649		828
Stewardship	342					342
School of faith and ministry	613	50		50	185	848
Education fund	1,104		3,025	(3,025)	5,171	3,250
Deacon school	258				(258)	
Deacon retreat	(73)				73	
Christ Church, South Bend	10,146		4,552	(4,552)	(5,594)	
Christ Church discretionary fund	128	75	203	(128)		
Christ Church special donations	1,140	1,000	1,000		(1,140)	
Christ Church sabbatical	750				(750)	
TOTAL	$23,371	$33,196	$27,374	$5,822	($4,465)	$24,728

DIOCESE OF NORTHERN INDIANA OF THE EPISCOPAL CHURCH, INC.

STATEMENTS OF FUNCTIONAL EXPENSES

For the years ended December 31, 1996 and 1995

	Unrestricted Funds				1996 Total	1995 Total
	Program Services	Administrative	Retreat Center	Fund Raising	All Funds	All Funds
Assessments - national	$123,657				$123,657	$120,055
Dues 995				995	1,120	
Commissions and ministries:						
Rensselaer, St. Peter's	1,200				1,200	1,600
Syracuse, All Saints						720
Ministry	374				374	2,487
Other ministries	3,751				3,751	5,098
Christian education	3,088				3,088	1,569
New ministries	4,570				4,570	5,129
Stewardship	923				923	(27)
Presiding bishop	320				320	77
School for faith and ministry	1,636				1,636	3,410
Youth	6,367				6,367	6,848
Clergy retreat	11,268				11,268	9,120
Salaries and payroll taxes		$146,157	$13,440	$1,039	160,636	164,922
Housing		29,937			29,937	28,526
Pension, annuity and health		46,086			46,086	44,341
Other benefits		25,389	4,579		29,968	26,059
Rent	12,550			12,550	12,250	
Utilities			5,775		5,775	7,424
Maintenance		7,299	8,822		16,121	13,342
Telephone		7,629	1,217	8	8,854	8,593
Depreciation expense		3,415			3,415	3,308
						2,454
Contributions	124,865			5,000	129,865	214,511
Professional fees		3,000			3,000	2,600
Insurance - retired clergy		38,907			38,907	38,505
Convention and conferences		8,457			8,457	8,202
Promotions		1,484	2,396	3,578	7,458	3,114
Travel		4,489			4,489	4,846
Minimum salary		6,000			6,000	3,000
Revitalization and development		72,176			72,176	95,475
Interest expense		5,947			5,947	6,274
Supplies		5,711	5,186	16	10,913	10,229
Postage		3,783		142	3,925	5,468
Other expenses	1,292	4,004	1,593		6,889	8,710
General expenses released from restrictions	6,846				6,846	14,193
Insurance		4,364			4,364	2,363
The Beacon		10,536			10,536	10,165
Other activity expenses (see page 13)	27,374				27,374	29,518
TOTAL	$318,526	$447,320	$43,008	$9,783	$818,637	$924,878

DIOCESE OF NORTHERN INDIANA 1997 OPERATING FUND

MONTHLY INCOME AND EXPENSE

As of September 30, 1997

	- Sep 1, 1997 to DATE -		- Jan 1, 1997 to DATE -		- YEARLY BUDGET -	
INCOME:	**ACTUAL**	**BUDGET**	**ACTUAL**	**BUDGET**	**REMAINING**	**%**
Congregational Giving						
4010.01 - Assessments - Congregations	56,646.97	48,128.88	395,591.70<	433,159.92	181,956.92	32
4020.01 - Parish & Mission Quota 96	0.00		39,099.01		-39,099.01	
4030.01 - Miscellaneous Income	0.00		0.00		0.00	
	56,646.97	**48,128.88**	**434,690.71**	**433,159.92**	**142,857.91**	**25**
INTEREST INCOME:						
4510.01 - Episcopate Fund	0.00		5,681.02<	5,905.44	2,192.98	28
4520.01 - Interest in Checking	159.77	75.00	1,761.06	675.00	-861.06	96-
4530.01 - Reserve Fund	0.00		10,359.07	8,891.19	1,495.93	13
4540.01 - Delphi Income	0.00<	2,925.00	9,357.07	8,775.00	2,342.93	20
	159.77<	3,000.00	27,158.22	24,246.63	5,170.78	16
TOTAL INCOME	**56,806.74**	**51,128.88**	**461,848.93**	**457,406.55**	**148,028.69**	**24**
EXPENSES:						
EXPENSE						
5010.01 - National Church Budget	16,026.32>	8,013.16	72,118.44	72,118.44	24,039.56	25
5100.01 - Provincial Synod	0.00		994.56	1,100.00	105.44	10
5310.01 - General Convention Reserve	0.00		6,000.00>	4,000.00	0.00	0
5320.01 - Lambeth Conference	0.00	83.33	0.00	749.97	1,000.00	100
	16,026.32>	8,096.49	79,113.00>	77,968.41	25,145.00	24
COMMITMENT TO PROGRAM						
6150.01 - Comm. on Christian Formation	0.00	41.66	500.00>	374.94	0.00	0
6152.01 - Task Force on Catechumenal Pr.	0.00	62.50	0.00	562.50	750.00	100
6154.01 - Catechesis Training	0.00	104.16	1,250.00>	937.44	0.00	0

6155.01 - Episcopal Comm. Services	0.00	16.66	0.00	149.94	200.00	100
6157.01 - Ministry to Retired Clergy & Fa	0.00	50.00	0.00	450.00	600.00	100
6210.01 - The Beacon	1,236.95>	944.50	7,116.53	8,500.50	4,217.47	37
6230.01 - Stewardship	0.00	89.58	0.00	806.22	1,075.00	100
6260.01 - Presiding Bishop's Fund Ex.	0.00	20.83	165.00	187.47	85.00	34
6300.01 - Commission on Ministry	0.00	141.66	88.04	1,274.94	1,611.96	95
6305.01 - Committee on Ethics	0.00	138.75	0.00	1,248.75	1,665.00	100
6310.01 - Commission on Theology & Lit	0.00	125.00	910.00	1,125.00	590.00	39
6320.01 - Aids Ministry	121.48>	27.08	140.75	243.72	184.25	57
6340.01 - Recovery Ministries	0.00	41.66	0.00	374.94	500.00	100
6350.01 - Ecumenical Commission	0.00	16.66	200.00>	149.94	0.00	0
6380.01 - Institute Christian Formation	0.00	166.66	0.00	1,499.94	2,000.00	100
6385.01 - Retired Bishop's Travel	0.00	83.33	1,000.00>	749.97	0.00	0
6387.01 - Companeros En Cristo	0.00	416.66	2,151.00	3,749.94	2,849.00	57
6400.01 - Clergy Retreat & Conference	4,901.84>	833.33	6,400.50	7,499.97	3,599.50	36
6410.01 - Wawasee Director	1,250.00	1,250.00	3,750.00	3,750.00	1,250.00	25
6420.01 - Wawasee Maintenance	1,250.00	1,250.00	3,750.00	3,750.00	1,250.00	25
	8,760.27>	**5,820.68**	**27,421.82**	**37,386.12**	**22,427.18**	**45**
YOUTH						
6620.01 - Diocesan Youth Council	-301.60	125.00	1,096.03	1,125.00	403.97	27
6630.01 - Summer Camps	12,707.87>	208.33	2,137.46>	1,874.97	362.54	15
6650.01 - Happening & New Beg.	0.00	20.83	220.30>	187.47	29.70	12
6651.01 - Youth Administration	116.99>	73.33	474.63	659.97	405.37	46
6652.01 - Youth Retreats/Conferences	0.00	25.00	0.00	225.00	300.00	100
	12,523.26>	452.49	3,928.42	4,072.41	1,501.58	28
TOTAL COMMITMENT TO PROGRAM	**21,283.53>**	**6,273.17**	**31,350.24**	**41,458.53**	**23,928.76**	**43**

DIOCESE OF NORTHERN INDIANA 1997 OPERATING FUND
MONTHLY INCOME AND EXPENSE (CONTINUED)
As of September 30, 1997

	Sep 1, 1997 to DATE -		- Jan 1, 1997 to DATE -		- YEARLY BUDGET -	
	ACTUAL	BUDGET	ACTUAL	BUDGET	REMAINING	%
COMMITMENT TO PERSONNEL						
Bishop						
7010.01 - Salary & FICA	5,233.08	5.233.08	47,097.72	47,097.72	15,699.28	25
7020.01 - Residence	941.21>	666.66	6,906.28>	5,999.94	1,093.72	14
7030.01 - Property Insurance	0.00	39.16	460.00>	352.44	10.00	2
7050.01 - Pension	0.00		11,863.26	12,775.77	5,171.18	30
7060.01 - Annuity	0.00	400.00	0.00	3,600.00	4,800.00	100
7070.01 - Health and Life Insurance	0.00		4,441.50	4,612.50	1,708.50	28
7071.01 - Continuing Ed. & Wellness	0.00	83.33	0.00	749.97	1,000.00	100
	6,174.29	**6,422.23**	**70,768.76**	**75,188.34**	**29,482.68**	**29**
CANON TO THE ORDINARY						
7110.01 - Salary and FICA	2,420.96	2,420.96	21,788.64	21,788.64	7,262.96	25
7120.01 - Housing Allowance	1,725.00	1,725.00	15,525.00	15,525.00	5,175.00	25
7140.01 - Auto	315.05>	150.00	1,244.96	1,350.00	555.04	31
7150.01 - Pension	0.00		6,716.46	5,716.46	2,238.82	25
7160.01 - Continuing Ed. & Wellness	194.00>	83.33	194.00	749.97	806.00	81
7170.01 - Health and Life Insurance	0.00		4,441.50	4,612.50	1,708.50	28
	4,655.01>	**4,379.29**	**49,910.56**	**50,742.57**	**17,746.32**	**26**
PROGRAM CONSULTANT						
7210.01 - Contract	0.00	1,000.00	4,437.28	9,000.00	7,562.72	63
YOUTH MINISTRY						
7310.01 - Salary	1,083.32	1,083.33	9,749.88	9,749.97	3,250.12	25
7320.01 - FICA	82.86	82.87	745.74	745.83	248.76	25
7340.01 - Auto	592.20>	191.66	2,204.74>	1,724.94	95.26	4
	1,758.38>	**1,357.86**	**12,700.36>**	**12,220.74**	**3,594.14**	**22**

SECRETARY TO THE BISHOP						
7410.01 - Salary	1,565.68	1.565.68	14,091.12	14,091.12	4,697.08	25
7420.01 - FICA	119.78>	119.77	1,078.02>	1,077.93	359.27	25
7470.01 - Health and Pension Benefit	0.00	140.91	0.00	1,268.19	1,690.93	100
	1,685.46	**1,826.36**	**15,169.14**	**16,437.24**	**6,747.28**	**31**
SECRETARY						
7510.01 - Salary	501.72>	500.00	2,965.11	4,500.00	3,034.89	51
7520.01 - FICA	32.65	38.25	213.10	344.25	245.90	54
	534.37	**538.25**	**3,178.21**	**4,844.25**	**3,280.79**	**51**
TREASURER						
7610.01 - Salary	1,155.32	1,155.32	10,397.88	10,397.88	3,465.96	25
7620.01 - FICA	88.38	88.38	795.42	795.42	265.16	25
7670.01 - Health and Pension Benefit	0.00	145.64	500.00	1,310.76	1,247.74	71
	1,243.70	**1,389.34**	**11,693.30**	**12,504.06**	**4,978.86**	**30**
T0TAL COMMITMENT TO PERSONNEL	**16,051.21**	**16,913.33**	**167,857.61**	**180,937.20**	**73,392.79**	**30**
COMMITMENT TO ADMINISTRATION						
8010.01 - Office Utilization	1,100.00	1,100.00	9,900.00	9,900.00	3,300.00	25
8020.01 - Maintenance	289.23>	283.33	2,574.03>	2,549.97	825.97	24
8030.01 - Telephone	386.85	708.33	5,676.49	6,374.97	2,823.51	33
8040.01 - Postage	319.20	533.33	3,067.60	4,799.97	3,332.40	52
8050.01 - Equipment	-52.00	478.33	1,411.79	4,304.97	4,328.21	75
8055.01 - Bishop's Auto and Expense	740.22	1,500.00	10,287.83	13,500.00	7,712.17	43
8060.01 - Supplies	440.85	492.50	2,960.10	4,432.50	2,949.90	50
8070.01 - Hospitality	183.23>	125.00	1,064.71	1,125.00	435.29	29
8080.01 - Insurance	-133.00	316.66	2,420.83	2,849.94	1,379.17	36
8090.01 - Staff Travel	0.00	291.66	3,459.07>	2,624.94	40.93	1
8100.01 - Bishop's House Depreciation	0.00	250.00	1,139.99	2,250.00	1,860.01	62
8200.01 - Audit	0.00	275.00	0.00	2,475.00	3,300.00	100
8210.01 - Chancellor	0.00	8.33	0.00	74.97	100.00	100

DIOCESE OF NORTHERN INDIANA 1997 OPERATING FUND
MONTHLY INCOME AND EXPENSE (CONTINUED)
As of September 30, 1997

	Sep 1, 1997 to DATE -		- Jan 1, 1997 to DATE -		- YEARLY BUDGET -	
	ACTUAL	BUDGET	ACTUAL	BUDGET	REMAINING	%
COMMITMENT TO ADMINISTRATION						
8213.01 - Archdeacon Travel	0.00	83.33	1,021.30>	749.97	-21.30	2-
8230.01 - Standing Committee	0.00	16.66	42.21	149.94	157.79	79
8300.01 - Minimum Salary Fund	780.00>	500.00	2,244.94	4,500.00	3,755.06	63
8310.01 - Clergy Deployment	0.00	83.33	0.00	749.97	1,000.00	100
8320.01 - Conferences	0.00	166.66	913.00	1,499.94	1,087.00	54
8330.01 - Bishop's Sabbatical	0.00	83.33	765.73>	749.97	234.27	23
8340.01 - Canon's Sabbatical	0.00	83.33	0.00	749.97	1,000.00	100
8350.01 - Cathedral Receptionist	578.72>	300.83	3,033.80>	2,707.47	576.20	16
8355.01 - Contingencies & Emergencies	0.00	130.41	1,100.00	1,173.69	464.98	30
8356.01 - Reserve Fund Contributions	1,154.54>	833.33	1,732.80	7,499.97	8,267.20	83
8400.01 - Insurance Ret. Clergy & Widows	0.00		27,792.00	31,481.25	14,183.00	34
	5,787.84	**8,643.68**	**82,608.22**	**109,274.37**	**63,091.76**	**43**
MISSIONS & NEW CONGREGATIONS						
8448.01 - Rensselaer, St. Peter's	90.00	90.00	810.00	810.00	270.00	25
8449.01 - Syracuse, All Saints'	260.00	260.00	2,340.00	2,340.00	780.00	25
8550.01 - Congregation Development	870.36	2,395.59	12,379.01	21,560.31	16,368.09	57
8551.01 - Revitalization	4,500.00>	2,020.59	13,829.83	18,185.31	10,417.27	43
8552.01 - Income from KeyTrust New Cong.	0.00		0.00		0.00	
	5,720.36>	**4,766.18**	**29,358.84**	**42,895.62**	**27,835.36**	**49**
CONVENTION EXPENSE						
8700.01 - Diocesan Convention	--312.40	225.00	-312.40	2,025.00	3,012.40	112
8710.01 - Secretary to Convention	220.00	220.00	660.00	660.00	220.00	25
8730.01 - Journals	0.00	160.68	1,680.93>	1,446.12	247.32	13
8740.01 - Historiographer	0.00	25.00	0.00	225.00	300.00	100
	-92.40	**630.68**	**2,028.53**	**4,356.12**	**3,779.72**	**65**
COMMITMENT TO ADMINISTRATION	**11,415.80**	**14,040.54**	**113,995.59**	**156,526.11**	**94,706.84**	**45**

FUND TRANSFERS

9010.01 - Transfer In	-1,563.00	-41,242.34	41,242.34
9011.01 - Transfer Out	1,996.42	41,704.57	-41,704.57
9040.01 - Holliman Syracuse	0.00	6,626.21	-6,626.21
9041.01 - Syracuse Donations	-378.00	-111,579.07	111,579.07
9042.01 - Disbursements Syracuse Ex	0.00	85,638.81	-85,638.81
9060.01 - Wawasee Director	1,000.00	16,356.01	-16,356.01
9061.01 - Income Wawasee Director	-1,500.00	-1,500.00	1,500.00
9062.01 - Maintenance Position Wawasee	0.00	0.00	0.00
9063.01 - Income Maintenance Wawasee	0.00	0.00	0.00
9065.01 - Cleaning Position Wawasee	0.00	3,780.66	-3,780.66
9069.01 - FICA Cleaning Position Wawasee	0.00	137.31	-137.31
9070.01 - FICA Wawasee Director	76.50	688.60	-688.50
9071.01 - Income Wawasee FICA	0.00	-459.00	459.00
9072.01 - FICA Maintenance Position Wawasee	0.00	0.00	0.00
9073.01 - Income Cleaning Position Wawasee	0.00	-448.06	448.06
9074.01 - Income FICA Maintenance Wawasee	0.00	-92.94	92.94
9110.01 - Christ Church Earnings	0.00	0.00	0.00
9111.01 - Christ Church Realized G/L	0.00	0.00	0.00
9112.01 - Christ Church Unrealized G/L	0.00	0.00	0.00
9115.01 - Episcopate Earnings	0.00	0.00	0.00
9116.01 - Episcopate Realized G/L	0.00	0.00	0.00
9117.01 - Reserve AB Earnings	0.00	0.00	0.00
9119.01 - Delphi Earnings	0.00	0.00	0.00
9120.01 - Delphi realized G/L	0.00	0.00	0.00
9121.01 - VIM Income/gain	0.00	0.00	0.00
9122.01 - Delphi Unrealized G/L	0.00	0.00	0.00
9123.01 - Krause Key Trust Earnings	0.00	0.00	0.00
9124 01 - Krause Key Trust Realized G/L	0.00	0.00	0.00
9125.01 - Krause (St. Fed.) Interest	0.00	0.00	0.00
9126.01 - Krause Key Trust Unrealized G/L	0.00	0.00	0.00
9127.01 - CC (Income Fund) Income	0.00	0.00	0.00
9128.01 - Reserve AB Realized G/L	0.00	0.00	0.00
9129.01 - Wallach Interest	0.00	0.00	0.00

DIOCESE OF NORTHERN INDIANA 1997 OPERATING FUND
MONTHLY INCOME AND EXPENSE (CONTINUED)
As of September 30, 1997

9130.01 - Reserve AB Unrealized G/L	0.00	0.00	0.00
9131.01 - Gen. Conv. Earnings	0.00	0.00	0.00
9132.01 - Gen. Conv. Realized G/L	0.00	0.00	0.00
9133.01 - Gen Conv. Unrealized G/L	0.00	0.00	0.00
9134.01 - Lambeth Income PB	0.00	0.00	0.00
9135.01 - Lambeth Interest PB	0.00	0.00	0.00
9136.01 - Lambeth Earnings	0.00	0.00	0.00
9137.01 - Lambeth Realized G/L	0.00	0.00	0.00
9138.01 - Sabbatical Earnings	0.00	0.00	0.00
9139.01 - Sabbatical Realized G/L	0.00	0.00	0.00
9140.01 - R&D Earnings	0.00	0.00	0.00
9141.01 - R&D Realized G/L	0.00	0.00	0.00
9142.01 - Sabbaticals Unrealized G/L	0.00	0.00	0.00
9150.01 - Historiographer Earnings	0.00	0.00	0.00
9200.01 - Overage 96	0.00	11,616.94	-11,616.94
9210.01 - Christ Church With. & Dep.	0.00	0.00	0.00
	-368.08	11,227.60	-11,227.60
CAMPAIGN DRIVE			
9401.01 - Counsel Sec. Salary	0.00	514.50	-514.50
9402.01 - Counsel Sec. FICA	0.00	39.38	-39.38
9410.01 - Professional fees Holliman	0.00	0.00	0.00
9417.01 - Office Supplies	0.00	181.55	-181.55
9430.01 - Telephone	0.00	0.00	0.00
9440.01 - Postage	0.00	0.00	0.00
9475.01 - Income Pledges	-14,264.08	-61,072.74	61,072.74
9476.01 - Disbursement Pledges Income	0.00	110,000.00	-110,000.00
9477.01 - Centennial Fd. Stock Dist.	0.00	-77,403.58	77,403.58
9478.01 - Campbell Stock	0.00	0.00	0.00
9479.01 - Angola, Holy Family Disbursement	0.00	0.00	0.00
9480.01 - New Congregation Disb.	0.00	0.00	0.00
	-14,264.08	-27,740.80	27,740.89

TOTAL FUND TRANSFERS	-14,632.16		-16,513.29	16,513.29
Department 1 BEGINNING BALANCE	**1,004,600.18**	**925,216.44**		
TOTAL INCOME	**56,806.74**		**461,848.93**	
TOTAL EXPENSES	**50,144.70**		**375,803.15**	
INCOME - EXPENSES	**6,662.04**		**86,045.78**	
ENDING BALANCE	**1,011,262.22**		**1,011,262.22**	

DIOCESE OF NORTHERN INDIANA

September 30, 1997

	Assessment	Adjusted	Due Monthly	Due 9-30-96	Paid	Past Due	Overpayment
Angola, Holy Family	7,550.82		629.23	5,663.07	5,663.61		0.54
Berne, St. George	1,611.90		134.32	1,208.88	1,210.28		1.40
Bristol, St. John's	17,513.53		1,459.46	13,135.14	14,594.60		1,459.46
Chesterton, St. Francis'	4,428.98		369.08	3,321.72	3,321.72		
Crown Pt. St. Christopher's	8,604.08		717.00	6,453.00	5,736.00	717.00	
Culver, St. Elizabeth's	1,692.00	1,101.08	141.00	1,269.00	1,269.00		
East Chicago, Good Shepherd	2,156.24		179.68	1,617.12	1,617.12		
Elkhart, St. David's	14,841.19		1,236.79	11,131.11	6,183.95	4,947.16	
Elkhart, St. John's	47,469.05		3,955.75	35,601.75	31,646.00	3,955.75	
Fort Wayne, St. Alban's	16,370.04		1,364.17	12,277.53	8,185.02	4,092.51	
Fort Wayne, Grace Church	16,094.52		1,341.21	12,070.89	12,070.89		
Fort Wayne, Trinity	70,586.23		5,882.18	52,939.62	47,057.44	5,882.18	
Gary, St. Augustine's	14,487.57		1,207.29	10,865.61	7,243.74	3,621.87	
Gary, St. Barnabas'	6,294.88		524.57	4,721.13	2,582.39	2,138.74	
Gas City, St. Paul's	6,146.72		512.22	4,609.98	4,609.98		
Goshen, St. James	9,145.00	4,511.13	762.08	6,858.72	6,858.72		
Griffith, St. Timothy's	11,445.35		953.77	8,583.93	7,630.16	953.77	
Hobart, St. Stephen's	7,566.76		630.56	5,675.04	5,675.40		0.36
Howe, St. Mark's	4,499.86		374.98	3,374.82	3,374.82		
Huntington, Christ the King	9,314.34		776.19	6,985.71	6,985.71		
Kokomo, St. Andrew's	33,076.88		2,756.40	24,807.60	24,807.60		
LaPorte, St. Paul's	23,132.13		1,927.67	17,349.03	15,421.36	1,927.67	
Logansport, Trinity	10,195.84		849.65	7,646.85	7,646.89		0.04
Marion, Gethsemane	15,497.25		1,291.43	11,622.87	11,622.87		
Michigan City, St. Andrew's	8,772.77	4,000.00	731.06	6,579.54	6,579.54		
Michigan City, Trinity	22,229.42		1,852.45	16,672.05	16,672.05		
Mishawaka, St. Paul's	10,018.70		834.89	7,514.01	7,514.01		
Munster, St. Paul's	19,074.70		1,589.55	14,305.95	12,716.00	1,589.95	
Plymouth, St. Thomas	18,567.58		1,547.29	13,925.61	13,925.61		
Rensselaer, St. Peter's	1,507.07		125.58	1,130.22	1,130.22		
South Bend, Cathedral	37,004.21		3,083.68	27,753.12	27,753.12		

South Bend, Holy Trinity	8,334.73		694.56	6,251.04	5,556.42	694.62	
South Bend, St. Michael's	32,088.77		2,674.06	24,066.54	18,718.42	5,348.12	
Syracuse, All Saints'	5,892.06		491.00	4,419.00	3,928.00	491.00	
Valparaiso, St. Andrew's	22,300.89		1,858.40	16,725.60	16,725.60		
Warsaw, St. Anne's	32,036.26		2,669.68	24,027.12	21,357.44	2,669.68	
TOTAL	**577,548.32**	**9,612.21**	**48,128.88**	**433,159.92**	**395,591.70**	**39,030.02**	**1,461.80**

THE DIOCESE OF NORTHERN INDIANA, INC.
Payments made on 1996 Assessments
1-1-97 to 9-30-97

PARISH LOCATION	AMOUNT
Elkhart, St. David's	$2,607.89
Elkhart, St. John's	4,105.44
Fort Wayne, St. Alban's	4,512.14
Gary, St. Augustine's	4,912.52
Gary, St. Barnabas'	3,801.21
LaPorte, St. Paul's	2,113.98
Plymouth, St. Thomas'	1,533.58
South Bend, Holy Trinity	2,726.10
South Bend, St. Michael's	8,006.84
Syracuse, All Saints'	2,245.53
Warsaw, St. Anne's	2,533.78
TOTAL	**$39,099.01**

REPORT FROM FORWARD IN FAITH

PLEDGE TOTAL	$1,855.725.12
PAID	1,565.049.23
BALANCE	290,675.89

GIFT TYPES:

IN KIND (land)	110,900.00
PLANNED GIVING	420,000.00
STOCK GIFTS	47,913.40
CASH	986,235.83

CURRENT ACCOUNT STATUS

CASH AND STOCK	1,034,149.23
CAMPAIGN EXPENSES	(170,276.65)
DESIGNATED GIFTS	(86,110.00)
ALLOCATIONS	(752,879.94)
(See below for details)	
BALANCE 9/30/97	$24,882.64

NEW CONGREGATIONS

The Foundation makes grants from the corpus with recommendations from the Bishop and the Church Revitalization and Development Committee. The money is in the Key Trust Income Account.

Income	$217,778.10
Interest	13,663.46
Disbursements for Christ Church	(68,348.31)
Gain	1,640.78
Balance 6-30-97	$164,734.03

CONGREGATION REVITALIZATION

The Foundation makes grants from interest of corpus only and makes loans from corpus with recommendations from the Bishop and the Revitalization and Development Committee. The money is in the Key Trust Income Account.

Income	250,559.20
Interest	23,190.78
Disbursements (Church Grant)	(2,500.00)
Gain	2,753.42
Balance 6-30-97	$274,003.40

OUTREACH

The Foundation makes grants from the interest of corpus with recommendations from the Bishop and the Social Outreach and Economic Justice Committee. The money is in the Key Trust Income Account.

Income	$75,315.08
Interest	6,966.67
Disbursements	0
Gain	785.19
Balance 6-30-97	$83,066.94

EDUCATION

Grants are made from the interest of corpus by the Commission on Ministry with recommendations from the Bishop. The money is in the Key Trust Income Account and the Growth Fund.

	INCOME	*GROWTH
Income	$100,000.00	$25,000.00
Interest	13,679.61	930.30
Disbursements	10,532.70	
(reported in COM report)		
Open Growth Account	25,000.00	
Gain	1,711.11	2,140.94
Balance 6-30-97	79,858.02	28,071.24

DIOCESAN ENDOWMENT	*GROWTH
Income	$109,227.56
Interest	5,962.99
Disbursement of interest to Budget before	(1,934.63)
Growth account opened	
Gain	10,120.75
Balance 6-30-97	123,376.67

*The dollars in these funds are invested for the long term.

DIOCESE OF NORTHERN INDIANA
1998 PROPOSED BUDGET
REVISED 0CTOBER 5, 1996

	1996 Year End	Year to Date	1997 Budget	1998 Budget	Changes
INCOME:					
Assessments from Congregations	$550,126.37	$480,700.77	$577,548.62	$575,057.94	2,490.68
Reduction in Assessments				-3,000.00	-3,000.00
Episcopate Fund	7,484.75	7,802.81	7,874.00	7,874.00	
Interest on Checking Account	2,516.07	1,946.33	900.00	900.00	
WCRS Endowment Fund	12,978.80	14,228.06	11,855.00	11,855.00	
Delphi Income	1,611.25				
Miscellaneous Income					
Wawasee Center Income				20,000.00	20,000.00
INCOME TOTAL	**$587,045.23**	**$517,529.80**	**609,877.62**	**624,386.94**	**19,490.68**
EXPENSE:					
THE CHURCH BEYOND THE DIOCESE:					
National Church Budget	123,657.00	88,144.76	96,158.00	100,102.00	8,858.00
Provincial Synod	994.56	994.56	1,100.00	1,000.00	
General Convention Reserve	6,000.00	6,000.00	6,000.00	6,000.00	
Lambeth Conference	1,000.00	1,000.00	1,000.00	1,000.00	
EXPENSE TOTAL	**131,651.56**	**96,139.32**	**104,258.00**	**108,102.00**	
COMMITMENT TO PERSONNEL:					
Bishop:					
Salary	55,664.49	57,563.88	58,334.42	59,909.44	
Residence Utilities	8,768.73	7,797.26	8,000.00	8,700.00	
Property Insurance	468.00	460.00	470.00	470.00	
Pension	14,677.12	15,817.68	17,034.44	16,261.00	
Continuing Education & Wellness		198.00	1,000.00	1,000.00	
Annuity-Equity	2,800.00		4,800.00	5,000.00	
Health and Life Insurance	6,206.67	5,922.00	6,150.00	6,000.00	

FICA	4,258.33		4,462.58	4,583.07	
TOTAL	**92,843.34**	**87,758.82**	**100,251.44**	**101,923.51**	
Canon to the Ordinary:					
Salary	34,592.16	26,630.56	35,975.84	36,947.18	
Housing Allowance	10,702.54	18,975.00	11,023.61	11,321.24	
Auto	1,752.40	1,281.63	1,800.00	1,800.00	
Pension	8,634.52	8,955.28	8,955.28	9,557.08	
Health and Life Insurance	8,131.43	5,922.00	6,150.00	6,000.00	1,150.00
FICA	2,673.84		2,752.15	2,826.45	
Continuing Education & Wellness	565.84	194.00	1,000.00	1,000.00	
TOTAL	**67,052.73**	**61958.47**	**67,656.88**	**69,451.95**	
Wawasee Director:					
Wawasee Director	5,000.00	3,750.00	5,000.00		
Wawasee Maintenance	5,000.00	3,750.00	5,000.00		
Salary					12,324.00
FICA					942.78
TOTAL	**10,000**	**7,500.00**	**10,000.00**	**13,266.78**	
Youth Ministry:					
Salary	13,656.60	11,916.52	13,000.00	13,351.00	
Pension				1,201.59	
Auto	1,089.99	2,262.70	1,800.00	1,800.00	
FICA	1,044.70	911.46	994.50	1,021.35	
TOTAL	**15,791.29**	**14,090.68**	**15,794.50**	**17,373.94**	
Secretary to the Bishop:					
Salary	18,620.98	17,222.48	18,788.20	19,295.48	
Health & Pension Benefit	1,675.88		1,690.93	1,736.59	
FICA	1,424.44	1,317.58	1,437.29	1,476.10	
TOTAL	**21,721.30**	**18,540.06**	**21,916.42**	**22,508.17**	

Assistant Secretary:					
Salary	5,668.90	3,863.55	6,000.00	2,600.00	3,400.00
FICA	291.39	278.41	459.00	198.90	260.10
TOTAL	**5,960.29**	**4,141.96**	**6,459.00**	**2,798.90**	
Treasurer of the Diocese:					
Salary	13,460.04	12,708.52	13,863.84	14,238.16	
FICA	1,029.61	972.18	1,060.58	1,089.21	
Health & Pension Benefit	1,500.00	500.00	1,747.74	1,781.43	
TOTAL	**15,989.65**	**14,180.70**	**16,672.16**	**17,108.80**	
TOTAL FOR PERSONNEL:	**229,358.60**	**109,170.69**	**238,750.40**	**244,432.04**	
COMMITMENT TO PROGRAM:					
Revitalization & Development Comm.	44,026.95	29,796.99	48,494.20	52.441.76	3,950.74
New Ministries	4,569.50		4,500.00		
Rensselaer, St. Peter's	1,200.00	990.00	1,080.00		
Syracuse, All Saints'		2,860.00	3,120.00		
Christian Formation				2,250.00	
Commission on Christian Formation	1,325.00	500.00	500.00		
Task Force on Catechumenal Pr	763.11		750.00		
Catechesis Training	1,000.00	1,250.00	1,250.00		
Service Outreach				2,275.00	
Episcopal Community Service	400.00		200.00		
Presiding Bishop's Fund Expense	319.60	165.00	250.00		
Aids Ministry	605.43	173.59	325.00		
Ecumenical Relations		200.00	200.00		
Recovery Ministries	489.76		500.00		
Commission on Ministry	374.22	291.60	1,700.00	6,865.00	
Committee on Ethics	300.00		1,665.00		
Commission on Theology & Lit	910.00	910.00	1,500.00		
Deacon Training	1,635.59		2,000.00		
Youth Ministry				10,000.00	3,000.00
Yalt	1,772.98	1,295.58	1,500.00		
Camps	4,637.92	2,137.46	2,500.00		
Happening & New Beg.	-43.74	1,081.30	250.00		

Youth Administration		850.90	880.00		
Youth Retreats/Conferences			300.00		
Ministry to Retired Clergy & Family	45.55		600.00		
The Beacon	10,536.32	8,828.67	11,334.00	6,334.00	5,000.00
Program Consultant	3,767.75	7,673.15	12,000.00		
Stewardship	922.86		1,075.00	1,175.00	
Companion Diocese	1,000.00	2,517.39	5,000.00	5,500.00	
Wawasee Center Maintenance				26,000.00	26,000.00
PROGRAM TOTAL	**80,558.80**	**61,521.63**	**103,473.20**	**112,840.76**	**3,000.00**
COMMITMENT TO ADMINISTRATION:					
Office Utilization	12,550.00	12,100.00	13,200.00	14,520.00	
Maintenance	3,403.40	3,043.06	3,400.00	3,400.00	
Telephone	7,628.64	6,966.75	8,500.00	8,500.00	
Postage	3,782.97	4,406.82	6,400.00	6,400.00	
Equipment	5,740.00	2,662.69	5,740.00	5,740.00	
Supplies	5,711.30	4,329.95	5,910.00	5,910.00	
Bishop's Auto and Expense	20,185.75	15,541.51	18,000.00	20,000.00	
Hospitality	1,483.97	1,254.97	1,500.00	1,500.00	
Insurance	4,363.95	3,308.20	3,800.00	3,800.00	
Staff Travel	3,654.52	3,459.07	3,500.00	3,800.00	200.00
Bishop's House Depreciation	3,000.00	1,754.97	3,000.00	2,700.00	300.00
Audit	3,000.00	3,100.00	3,300.00	3,630.00	
Chancellor			100.00		
Retired Bishop's Travel	1,000.00	1,000.00	1,000.00	1,000.00	
Archdeacon Travel	834.37	1021.30	1,000.00	1,000.00	
Clergy Retreat & Conferences	10,268.22	7,778.69	10,000.00	6,650.00	3,350.00
Standing Committee	169.75	42.21	200.00	200.00	
Minimum Salary Fund	6,000.00	5,244.94	6,000.00	5,000.00	1,000.00
Clergy Deployment	1,000.00		1,000.00	1,000.00	
Conferences	2,000.00	913.00	2,000.00	1,900.00	100.00
Bishop's Sabbatical	1,000.00	765.73	1,000.00	1,000.00	
Canon's Sabbatical	1,000.00		1,000.00	1,000.00	
Cathedral Receptionist	2,834.14	3,209.49	3,610.00	3,924.05	
Insurance Ret. Clergy & Widows	38,907.00	37,056.00	41,975.00	37,500.00	4,500.00

Endowment Contributions	10,000.00	2,032.80	10,000.00	8,750.00	1,250.00
Contingencies & Emergencies	1,217.88	1,100.00	1,064.98	5,788.08	
Diocesan Convention				4,400.00	2,700.00
Diocesan Convention	4,013.46	-2,599.92	2,700.00		
Secretary to Convention	880.00	660.00	880.00		
Journals	1,563.70	1,680.93	1,928.25		
Historiographer	81.28		300.00		
ADMINISTRATION TOTAL:	**157,274.30**	**121,833.16**	**163,008.23**	**159,012.13**	
TOTAL CHANGES				**3,000.00**	**63,168.84**

CHURCH BEYOND THE DIOCESE	**131,651.56**	**96,139.32**	**104,258.00**	**108,102.00**
PERSONNEL	**229,358.60**	**209,170.69**	**238,750.40**	**244,432.05**
PROGRAM	**80,558.80**	**61,521.63**	**103,473.20**	**112,840.76**
ADMINISTRATION	**157,274.30**	**121,833.16**	**163,008.23**	**149,012.13**
EXPENSE TOTAL	**598,843.26**	**488,664.80**	**609,489.83**	**624,386.94**
INCOME TOTAL	**587,045.23**	**517,529.80**	**608,877.62**	**624,386.94**

		ASSESSMENT	**ADJUSTED**
Angola, Holy Family		$7,266.60	
Berne, St. George	*	1,316.52	
Bristol, St. Johns		17,916.40	
Chesterton, St. Francis'		4,016.44	
Crown Point, St. Christopher's		7,100.56	
Culver, St. Elizabeth	*	1,669.98	$1,000.00
East Chicago, Good Shepherd		2,207.54	
Elkhart, St. David's		13,971.06	
Elkhart, St. John's		44,673.17	
Fort Wayne, St. Alban's	*	16,371.74	
Fort Wayne, Grace	*	17,438.13	
Fort Wayne, Trinity	*	72,825.88	

Gary, St. Augustine's		14,119.01	
Gary, St. Barnabas'		6,196.12	
Gas City, St. Paul's		6,015.06	
Goshen, St. James'		13,292.27	
Griffith, St. Timothy's		9,645.62	
Hobart, St. Stephen's		6,826.27	
Howe, St. Mark's		4,227.58	
Huntington, Christ the King	*	10,335.62	
Kokomo, St. Andrew		33,027.19	
LaPorte, St. Paul's		20,949.62	
Logansport, Trinity		9,168.44	
Marion, Gethsemane	*	16,523.65	
Michigan City, St. Andrew's	*	7,807.48	4,000.00
Michigan City, Trinity		21,106.20	
Mishawaka, St. Paul's	*	9,311.28	
Munster, St. Paul's		17,817.71	
Plymouth, St. Thomas		18,236.09	
Rensselaer, St. Peter's		1,321.62	
South Bend, Cathedral	*	39,836.39	
South Bend, Holy Trinity		6,066.25	2,000.00
South Bend, St. Michael's	*	33,015.86	
Syracuse, All Saints'		5,861.87	
Valparaiso, St. Andrew's		24,170.54	
Warsaw, St. Anne's		33,406.18	
TOTAL		**$575,057.94**	**$7,000.00**

*Indicates the Parish is giving the higher percent .16999%

MINUTES OF DIOCESAN COUNCIL MEETING

Present: Lay Members: Sharon Katona (Treasurer), Rich Wolf (Calumt), Samuel Sommers (Elkhart), Kathleen Fluhrer (Wabash), Dan Ewing (Ft. Wayne); Clerical Members: Frank King (Wabash), Dick Kallenberg (Elkhart), J.P. Carver (Ft. Wayne), Dale Hathaway (Michigan City), David Ottsen (South Bend), John Schramm (Secretary), and Bishop Gray. (Visitors: Aleta Watton, Kirk Philippsen, Derek Harbin.)

The meeting was called to order with prayer by John Schramm at 1003. Bishop Gray then led a short meditation before the business of council began.

i. The minutes of the meeting of the last meeting were approved as printed.

ii. The treasurer's report for 30 November was presented. Sharon Katona noted that there were several parishes more than one month behind. (St. David's, Elkhart, 5 months; St. Alban's, Ft. Wayne, 3 months; St. Augustine's, Gary, 4 months; St. Barnabas', Gary, 6 months; St. Michael's, South Bend, 3 months.) Council gave approval for several small overages in the budget to occur, with funds to be taken from others in which there was money still available.

iii. Aleta Watton was present with council to report on several youth activities. She reported that the money raised for the ECS through the bowl-a-thon was not as much as previously reported and that some of the contributions people had made, went for expenses of the event, rather than all for ECS. The request was made that some money be found to make up the amount reported as raised. This would amount to about $300. Sharon said that some funds were abailable from another line in the youth program. This trasnfer was moved, seconded and passed. With regard to summer camp, Aleta hoped for help with a $3,000 overage still due for last summer's camp. There is money abailable in the line for medical insurance payments for retired clergy and clergy widows sufficient to cover it. A motion was made to make this transfer possible, though the budget will show an overage in the youth budget. The motion passed.

iv. St. John of the Cross, Bristol found an error in computing for the last year's parochial report which resulted in an overassessment for 1997 of about $500. The budget for 1998 has been adjusted, but the parish requests an adjustment for 1997. A motion was made to adjust the 1997 accordingly. It passed.

v. A letter from St. Barnabas, Gary, was now distributed, in which the parish requested the forgiveness of the arrears on the 1997 assessment. David Hyndman and Rich Wolf have met with the parish and talked through the several issues involved this last week. Plans are now under way for the parish to develop a stewardship plan, a mission statement, and other long range plans necessary for the future of the parish, including meetings throughout December. Discussion followed. The secretary was instructed to write to the parish commending them for the plans they are working on and encouraging them to be current for 1998 assessments. We cannot actually make an assessment reduction without the plan being completed. 1997 assessments are not being acted on - this will be included in the plan that the parish develops. All adjustments will be made on the basis of the plan developed. There was a consensus of the council in regard to contents of the letter.

vi. Council was asked to confirm John Ritter to the Episcopate Relations committee because he was runner up at the convention. It had been the plan to the runner-up to take this unexpired term, but the details were not explained to convention at the time. Council approved.

vii. The Bishop brought up the matter of parish audits and the fact that Frank McKee is willing to do these for parishes not able to pay for a full scale audit. Council was asked to officially take note of this audit offer on the part of Deacon McKee and recommend his offices to the diocese. Discussion rasied the point of whether there were other qualified people available. It was also noted that canons allow in-house, non-professional audits, but there are no guidelines available for these.

The Bishop noted this discussion and will look for these people. The diocesan office (Sharon Katona) will also prepare a list of guidelines for parishes which want to do an internal audit. A motion was made that council amend its requirements for petition for assessment reduction to include a current audit and it is the understanding of the council that each parish and mission is required by the church to carry out an audit, using the guidelines from the national church for this purpose. The motion carried.

viii. The matter of the required budget reduction now came for consideration. The figures that need to be dealt with were now presented to council. Trinity, Fort Wayne, has decided to pay the whole amount originally asked. So also did Gethsemane; and St. Paul's, Mishawaka, will give half of the 1% reduction to the diocese, the other half to be expended charitably. $5,538 is the amount in question here. Rich Miller also offered to forgo his travel allowance of $1,000. There is also some insurance money abailable: $2,300 is no longer required as originally thought when the budget was being drawn up. $4,500 is also available from retired clergy and widows line. The total that does not have to be taken from the budget thus amounts to $13,338.76. So council needs to reduce the budget by $22,208. The Bishop called upon everyone at the table to offer a plan. Several ideas were presented. It was discovered that another $3,000 was needed for youth work, if there is not to be a large overage in the camp budget again next year. A motion was now made to reduce the national assessment by $8,858 to $100,042; reduce the BEACON by $5,000; reduce the assistant secretary salary saving $3,400; remove $1,000 from clergy retreats; remove $1,000 from the formation category (from several lines); and to take $1,000 from the minimum salary fund. Here is a savings of $20,258. The motion was seconded. An amendment was made to reduce the BEACON reduction by $2,500 and restore cuts to Formation. Seconded. The amendment failed. Another amendment was offered: to increase the cut from clergy retreats to $3,350. Seconded. This amendment passed. Now the total saved is $22,608. An amendment was made to add $2,700 taken from convention expense (it is likely that congregations will be asked to bear a registration fee). Seconded. This amendment also passed. Now the total cut is up to $25,308. Another amendment was offered: to reduce the line items called conferences, staff travel, and bishop's house depreciation by 5%, giving another $550. Further, to take the difference equally for the remaining $500 from reserve contributions and CRD. (This would restore the Archdeacon's travel allowance.) The amendment passed. Another amendment was made: to substitute another $1,000 from CRD for the amount taken from formation. This amenment passed. Now the main motion passed. A motion to amend the 1998 budget to increase camps by $3,000 was then made and it also passed. So the total savings needed come from: national assessment - $8,858; BEACON - $5,000; assistant secretary - $3,400; clergy retreats - $3,500; minimum salary fund $1,000; convention expense $2,700; conferences, staff travel, and bishop's house depreciation - $500; reserve contributions - $250; CRD - $1,250.

ix What to do about the BEACON? A motion was offered: to establish a task force to review, define, evaluate costs, and propose a process and structure for the dissemination of Diocesan information and planned activities, and to report back to Diocesan Council no later than September, 1998. The motion was seconded and passed.

x. Rich Wolf moved that council ask all parishes which take advantage of the assessment reduction from convention to report to council on how they spent it, assuming that the extra money was supposed to be used for outreach. Seconded. A discussion followed in which it was noted that there was no suggestion that outreach was the reason for the reduction convention voted on. The original mover was asked to amend his motion so that it be a request from all parishes, not suggesting a mandatory requirement. This adjustment was made and the motion passed.

xi. In light of council's action, there will be only a few issues of BEACON left and then a committee will be appointed to study the issue.

xii. It was reported by Rich Wolf that the papers have been handed over to St. Stephen's Missionary Baptist Church which now make the old Christ Church Gary their very own. The mortgage on ECS

is also now retired as part of the same process.

xiii. 1998 members of committees required by convention action. Wawasee committee: The Bishop appointed as Chair: Kern Trembath; CRD appointments are: David Hyndman, and Brian Grantz; All Saints members: Linda Huhes and Larry Biller. Council needs to appoint/elect two. J.P. Carver volunteered as did Kirk Philippsen. The volunteers were accepted by vote. Canons Committee: The CRD appointments are: Tina Velthuizen and Jane Schmoetzer; Council appointed David Ottsen and Stephen Gerth.

xiv. Biship thanked council for its work and suggested setting dates for the meetings for the next severa months. It was determined that the next meeting would be: February 14, at the Cathedral at 1000. The following meeting would be at 1000 at the Cathedral on April 25th.
There being no further business, the meeting was concluded with prayer at 1306 by Dale Hathaway.

Respectfully submitted,

(The Rev) John E. Schramm
Secretary of Convention

PROGRAM COMMITTEE REPORTS

CONGREGATION REVITALIZATION & DEVELOPMENT

Report to Diocesan Convention - November 1997

The work of the CR&D committee during the last year continued to be structured upon the charge given to this committee by Bishop Gray at the 1995 Diocesan convention. This charge bears repeating here. The CR&D committee was asked to concentrate on:

1. The development of an organizational framework for congregation revitalization which can be used as a resource by local congregations
2. The defining of lines of communication and accountability
3. The distribution of resources in the form of matching grants for congregations to be equipped for revitalization
4. The continuation of educational workshops
5. The implementation of Diocesan Council policy regarding assessment reductions
6. The training and deployment of consultants for use within the diocese.
7. The encouragement and strengthening of congregations in their successes
8. The development of ways to monitor this program.

DIOCESAN CONSULTANTS - Last years oral report to Diocesan Convention stated our intention to further the work of training diocesan consultants. This is a necessary component in points #1,2,4,5,6, & 8 in the bishop's charge. Upon survey, reflection and interview, the CR&D committee contracted the Resource Development Designs from Cincinnati, Ohio to lead this training. The training of diocesan consultants began in September of 1997 and will continue through April of 1998. The topics of training will include: the roles of the consultant and the consulting process in its context; the parish as a community of faith and the parish as a human system; helping the parish move beyond problem solving to creating its future; effective leadership and leadership groups in the parish; decision making in the parish; conflict in the parish; growing the parish; and empowering the parish to care for itself.

The diocesan consultation team receiving the training is comprised of:

The Rev. Tina Velthuizen, Ms. Alisa West, The Rev. Patrick Ormos, The Very Rev. Fred Mann, The Rev. Linda Hughes, Ms. Deborah Ottsen, Mr. David Heady, The Rev. Brian Grantz, Ms. Ann Heiligstedt, The Rev. Henrietta Lavengood, The Rev. David Hyndman, Mr. Rich Wolf, The Rev. Dabney Smith, Ms. Dawn Heady. This continued work in consultant training will be an asset in the life of our diocese. There were fifteen congregation consultations (some still in progress) in 1997.

EDUCATION - The CR&D committee continued the funding of Education For Ministry which is a four year program of theological education. This funding establishes diocesan sponsorship and thereby enables anyone in the diocese to participate in this program at a reduced rate of tuition. Deacon Gordan Samra of Trinity Church, Fort Wayne remains the diocesan coordinator of EFM.

We received a grant request from the Calumet deanery to enable those congregations to participate in the Journey to Adulthood youth ministry/education program. We discovered that the cost for this grant would be the same if we made the program available to the diocese. The Diocese of Northern Indiana now sponsors J2A and any congregation may choose to use it without registering for an independent license.

It has been suggested that the CR&D might not be the appropriate avenue to fund educational processes. We do not argue this, but until such time as there is a more appropriate group, we do think it helpful to make these programs available. We do think that education is an important component in the health of a congregation. We do think that education is an important component in the health of a congregation. It must be further pointed out that these diocesan sponsorships are not to be understood as program endorsements that suggest congregations should only use these and not other programs. Our desire is simply to make them accessible to all congregations because of the many congregations that do utilize them. We recommend to this Convention the appointment of resourceful [personnel to offer oversight and training in J2A, Catechesis and other such programs. A network of resource people would be beneficial for awareness and accessibility of programs.

The CR&D committee hosted "The Magnetic Church Conference" in April of 1997 with author and consultant Mr. Andrew Weeks. There were 70 participants from half of our congregations present. The conference provided useful tools in relational, buildings and grounds, media centered, and worship resources evangelism.

NEW STARTS - We invite your reading and digestion of the attached materials regarding the evaluation of the former Christ Church, South Bend, and the statement for "Criteria for Church Plants and Planters." Regarding the Christ Church property, the CR&D committee has recommended that the property be sold with the proceeds being saved for future new church starts.

The CR&D received with regret the news that Fr. Bob Bizzarro had to resign for health reasons from the new start work at Church of the Resurrection in Wabash. We offered to help them continue in new directions with team leadership from CR&D but they decided to cease existence as a congregation and continue as a fellowship group.

The CR&D received a resolution from St. Christopher's regarding their willingness to explore the possibility of being a catalyst congregation for the formation of a new congregation in the Calumet area. Upon further reflection and consultation with them and other Calumet congregations we think it inadvisable at this time to attempt a new start in that part of the diocese (see again the aforementioned Criteria for Church Plants . . .). It is our sense that our energies and resources need to be focused on the existing congregations and put the hope for a new congregation on the diocesan "back burner."

GRANTS - The remainder of the grant request for St. John's Elkhart was used for their consultation with Susy Miller.

Holy Trinity, South Bend received a two year grant for the purposes of door to door evangelism. Its focus is to build upon their commitment in time, space, and people to the Catechesis of the Good Shepherd. The intent is to reach out into their multi-ethnic community by funding a half-time project coordinator for eleven months. They hope "to provide, through the hands on work with the neighborhood) children, and the training and modeling of the Coordinator, an opportunity for the volunteers from Holy Trinity to gain experience in the Catechesis, and to gain experience and confidence in reaching out to the multi-ethnic community surrounding Holy Trinity." At the time of this writing there have been 600 home contacts made.

We proposed to Diocesan Council an internal grant request to utilize the existing diocesan budget CR&D line item and interest monies from the Forward in Faith capital campaign for the purposes of completing the Wawasee chapel construction. We think it important to be good stewards of our diocesan properties and believe we can do so with our existing financial resources. By doing so, we would not have to dig into any principle from trust accounts and preserve our endowment for future generations. The Diocesan Council proposed a resolution to accomplish the Wawasee project that removes it from the CR&D. We support the resolution.

For future diocesan budgets, we propose the absorption of the line items for All Saints, Syracuse and St. Peter's Rensselaer into the CR&D line item. This would lessen the diocesan budget total.

The grant request from the Calumet deanery was listed above.

1997 EXPENDITURES (AS OF OCTOBER 6, 1997)

1.	The Magnetic Church Conference	$2,087.31
2.	Resource Development Designs (Consultant Training)	$5,604.81
3.	St. John's, Elkhart	$500.00
4.	Journey to Adulthood	$1,500.00
5.	Education for Ministry	$1,500.00
6.	Holy Trinity, South Bend	$4,500.00
7.	Fees and expenses for consultations within Diocese	$1,511.21
8.	Church of the Resurrection, Wabash	$9,159.07
9.	Christ Church, South Bend	$3,219.94
	Total	**$29,582.34**

1998 BUDGET PROPOSAL:

1.	Consultation training team for Diocese	$7,250.00
2.	Absorb New Ministries budget line item (regarding St. Peter's and All Saints)	$8,700.00
3.	Consultation expenses	$3,000.00
4.	Last year of Holy Trinity Grant	$7,000.00
5.	J2A licensing agreement for Diocese	$2,500.00
6.	EFM licensing agreement for Diocese	$1,500.00
	Total	**$29,950.00**

This budget assumes the passage of the Diocesan Council resolution #4 before this years convention. It would leave available approximately $15,000.00 from the Forward in Faith endowment funds for grants to congregations.

1997 members of Congregation Revitalization and Development:

The Rev. Dabney Smith, St. Michael & All Angels, South Bend, Chair; Deacon Joe Illes, Cathedral of St. James, south Bend; The Rev. Teunisje Velthuizen, Holy Trinity, South Bend; The Rev. David Ottsen, St. Paul's, Mishawaka; The Rev. Robert Bizzaro, Church of the Resurrection, Wabash; Ms. Alisa West, St. Anne's Warsaw; Ms. Ann Heiligstedt, St. Christopher's, Crown Point; The Rev. Patrick Ormos, St. Andrew's, Valparaiso; The Rev. Megan Traquair, Gethsemane, Marion; The Rev. Robert Fitzpatrick, Grace Church, Fort Wayne; The Rev. David Hyndman, St. Augustine's, Gary; Mr. David Heady, St. Christopher's, Crown Point; Ms. Julie Fitzsimmons, St. Timothy's, Griffith; The Rev. Linda Hughes, All Saint's, Syracuse; Mr. Ervin Orban, Grace Church, Fort Wayne.

THE PROJECT OF CHRIST CHURCH: A CASE STUDY OF A CHURCH PLANT
Submitted to the 1997 Diocesan Convention by the Commission on Revitalization and Development

THE DREAM - Beginning in the early 1990's, led by the vision of Bishop Gray, a strong motivation to fulfill the Great Commission, and with the assistance of the newly formed Commission on Revitalization and Development, the idea of planting a program-size congregation began to be nurtured. An initial list of possible sites for planting such a church was developed. Included in that list was "southern St. Joseph County".

As the possibility of the site grew, there were dynamics which seemed right and good about the area: it was growing and there were strong prospects for continued growth; a possible site for future development could be developed; the local clergy were supportive and the proximity to the Diocesan Office and the resources that would entail were all positives.

There was a growing desire and motivation as a Diocese to respond to the Great Commission. With the acquisition of property in that area, obtained in part through a generous gift and through expenditures by the Diocese, as a result of the Forward in Faith Campaign, the plant began to take shape. A search process for a church planter was conducted and the Rev. David Ottsen, then of Oklahoma, was called to begin the plant.

THE RESULT - From the time of its first public worship on the first Sunday of January, 1995, until it closed on September 22, 1996, Christ Church had grown into a family-size congregation. From mid-summer 1995 until mid-summer 1996, a total of 27 members (including children) called Christ Church home. Though there were times when Sunday attendance reached as high as 40, the growth of Christ Church had plateaued. The Bishop met with the congregation on July 31, 1996, outlining to the congregation three options: 1) to continue in 1997 with a half-time vicar; 2) merge with an existing congregation in the area; or 3) close, at least by the end of 1996. The congregation was also informed by the Bishop that he had directed Fr. Ottsen, to be open to the possibility of moving as well as initiating such conversations. On August 8, 1996, the Bishop's Committee of Christ Church voted to close as of September 22, when the Bishop was scheduled for his visitation.

From dream to result, what happened and what did the Diocese learn?\

SPECIFIC BARRIERS TO THE ESTABLISHMENT OF CHRIST CHURCH - The following are the

dynamics of the Christ Church plant which were both peculiar and detrimental to the establishment of a program-size congregation. It should be noted that in each case, these were lessons learned following the initiation of Christ Church.

1. Secondary growth of the area. While the area round Christ Church was and is growing, much of the growth was secondary, ie., people moving back to South Bend or moving from other parts of the city. The effect of this kind of growth is that people had already established church ties.

2. Smaller percentage of unchurched. Demographic studies indicated a percentage of 30-35% of the population was unchurched. From the door-to-door ministry of the vicar (1,200+ calls) and a phone campaign (6,000+ contacts) the reality of a much lower percentage of unchurched was discovered. Why the discrepancy? Demographics done in advance of the plant used a pin drop near where property was eventually purchased, of a five-mile radius. That radius includes portions of inner city South Bend. Because Christ Church was never envisioned as an inner city plant and certainly from its location could not be, access to that area was especially limited and when coupled with the lower-than-average of unchurched immediately surrounding the property, the ability of the plant reaching high concentrations of unchurched was compromised.

3. Unfamiliarity of the church planter with the area. This is not a condemnation of Fr. Ottsen's talents or gifts of ministry. It was subsequently learned that the church planter, if there is only one planter, needs to have a working knowledge of the area. This had to do with understanding the rhythm of life, the language of the area and the needs and how bet to respond to those needs with the primary group being evangelized. Fr. Ottsen had never lived in Indiana, let alone South Bend. With the exception of some exceptional people, a planter should not be learning and adjusting to the area and at the same time, be planting the new congregation.

4. Resource limitations. These fall into two primary categories: physical facilities and contingency financial plans. While the purchase of property at the time, seemed like the right and good decision to make, it turned out, in this case, to have placed limitations on Christ Church. Only after the plant began was it learned that church worship in the South Bend Public School System was not allowed. Physical facilities in the southern area of the city were limited and because resources were needed to maintain the property other alternatives could not be pursued with the same vigor that might have occurred had the property been purchased later. As a result, Christ Church used three different places for worship over the span of its life. Secondly, the presumption of growth in was consistent with the model for the growth of a program-size congregation. Plans were not sufficiently developed in advance for growth on a more modest scale. When growth occurred on that more modest scale, it then placed an undue strain on the resources available.

KEY DEFICIENCIES TO GROWTH - In addition to the above barriers, there were also some key deficiencies in the plant which placed limitations upon the development of Christ Church.

1. Lack of strong effective lay leadership. This is not to say there were no leaders or those of potential leadership capability, among the members of Christ Church, there certainly were. However, Christ Church needed strong effective lay leadership in the development phase of its inception. Acquaintance with small group dynamics and development, evangelism and church planting in general were areas in which lay leadership was not strong enough and as such detracted from the ability of Christ Church to develop as dreamed.

2. Lack of additional support and strengthening for the church planter. While Fr. Ottsen certainly had the enthusiasm, energy and commitment needed in church planting there were ways in which he could have been better supported and strengthened in that ministry. Specifically, some secondary personnel who themselves could have been involved with him. They may have mitigated his lack of knowledge of the area and certainly could have assumed certain aspects of the plant, adding to the overall impact and probability for success. Second, assessment programs and church planting training could have been utilized. It is possible, that someone else other than Fr. Ottsen may have emerged from such processes. At the least, the Diocese would have had a better understanding of his strengths and weaknesses and then been able to respond and adjust accordingly.

3. Compromising of the model. The model of development, from small or cell groups into the larger congregation built upon door-to-door and phone contact evangelism, given the barriers and deficiencies, was compromised. Though efforts were made to adjust to those realities, they were unable to overcome the existing and substantial limitations to growing into a program-size congregation.

THE POSITIVES OF THE CHRIST CHURCH EXPERIENCE - From the above it might appear, that all was failure and nothing accomplished. Nothing could be further from the truth. A congregation was birthed, a community formed, the Gospel proclaimed, lives changed and the pastoral care of people in need occurred.

1. The advancement of the Gospel did occur. Accordingly to Fr. Ottsen, about a dozen people were brought to Christ or re-entered a church as a result of contacts made. These twelve people, however, chose to live into the expression of that new or renewed life of faith in a church other than Christ Church. We note that evangelism while clearly and certainly connected with parish growth is not synonymous with it.

2. Worship that was alive with the Holy Spirit. From its members, other Episcopalians who attended Christ Church and even some who attended but never became members remarked how alive with the presence of the Holy Spirit was the worship at Christ Church. This is to say, lives and hearts were clearly touched.

3. A family-size congregation was planted. While the vision for Christ Church was for a program-size congregation and that was not attained, a family-size congregation did develop. We must note, that starting from no members to reach such a size, compared to some existing congregations in this Diocese, can be understood to be a success.

4. A community of faith was formed. We note that because of the presence and activity of small groups and outreach projects, Christ Church had an intensity of community.

5. Our Diocese was enriched. Almost all of the members of Christ Church have found their way into other Episcopal congregations. Their experiences are enriching the continuing lives of those congregations as well as our Diocese. In addition, those from existing congregations who helped Christ Church during its life, were themselves nurtured and encouraged in their faith journeys.

LESSONS LEARNED - The Commission on Revitalization and Development has responded to the Christ Church experience in the following ways:

1. Development of Criteria for Church Plants and Planters. This document (presented as Appendix A) displays much of what we have learned and our hope is that it will provide a plan for any future church plantings in our Diocese.

2. Continue towards the expansion of the Gospel of Christ. With every risk taken and step of faith made, there are lives and hearts that are transformed regardless of whether our standards and vision have been attained. Christ Church did not succeed as we envisioned. Yet, to say that our efforts were for nought would be to deny relationships with Jesus Christ were begun, renewed, or strengthened by that work. This should not diminish nor limit our creativity and response to the guidance of the Holy Spirit as we can understand at any given time.

3. Greater development of our vision. There was much we did not know prior to Christ Church, which we learned only through the planting process. We believe we are called as a Diocese to continue to incarnate the vision to which God calls us. In the future, we need to work out in greater detail the dynamics, effects, potential problems in church planting, yet recognizing that each plant is unique there will be more to learn. We pray that what we have learned will result in a stronger faith in this part of God's Kingdom.

EPILOGUE - Though Christ Church as an entity has ceased to exist, the Diocese is reaping the benefits of that plant. Most notably is St. Paul's in Mishawaka, where many former members of Christ Church have become members. In addition, Fr. Ottsen was available to become rector of St. Paul's. The blending of those two communities, coupled with the hard work of the people from St. Paul's have revitalized that congregation. Significant in that revitalization is the increase of the rector's position to full-time and full-pay -- based on Diocesan standards of compensation. Furthermore, other Episcopal churches in the area have also incorporated former members of Christ Church to the benefit of us all.

APPENDIX A

The Episcopal Diocese of Northern Indiana Criteria for Church Plants and Planters

CRITERIA - There are two categories of criteria. The first is termed "Necessary" and are those dynamics we believe are fundamental non-negotiable items necessary for a successful church plant and its subsequent development. The second is termed "Recommended" which are those items we believe are involved but subject to adjustments based on the model and situation of the plant and talents of the planter(s).

I. Necessary

A. Where appropriate, a team of planters is needed.

While it may not always be feasible or necessary given differing models of church planting, when the plant envisioned is at least program-size a team of planters is seen as necessary. Within this team, there may or may not be clergy depending upon other additional factors, though provision for the sacramental ministry of the church is vital.

B. Working knowledge by the planter(s) of the area in which the plant is to occur.

The Church Planter needs or in a team approach, several planters need to be knowledgeable about the area, in terms of: 1) the needs and concerns of the sub-culture, 2) the "lingo" of the area; 3) the network of professionals available for pastoral care; and 4) seasonal rhythms and life-style patterns prevalent in the area. The criteria used to determine such knowledge include:

1. being raised in the area
2. having lived in the area for a significant portion of their life
3. having lived in the area for at least the preceding three years

C. A five year commitment and whatever resources so involved be made for the plant

While there are some exceptions, most small businesses require several years to be nurtured from birth to toddler stage. One dynamic of a plant is that it involves time. Since the overwhelming percentage of church growth occurs through word-of-mouth, it needs time to develop. As a diocese we must make a five-year commitment to the birth and initial nurturing of a church plant. It is understood that adjustments must occur as growth occurs in order to avoid the development of co-dependency, yet those adjustments must always and only occur in response to what already exists.

D. The primary planter and spouse, if applicable, will participate in two key training programs.

In order to provide suitable training in church planting the planter must.participate, and with spouse, if that is applicable, in both an Assessment Center for Church Planters and a Boot Camp Program, prior to the beginning of the plant. These programs will help the person understand their strengths and weaknesses specifically in terms of church planting and will also raise necessary issues to address. The diocese and planter will review the results of these programs and proceeds as appropriate.

E. Stated vision for growth goals: financial and numerical.

It is our expectation that a written business plan with well-defined goals, both numerical and financial, set within time parameters will be established as preparation to the plant. The plan will be developed in light of the size of the plant envisioned. Furthermore, it is our expectation that the new congregation will assume a greater share of the financial responsibilities as growth occurs.

F. Involvement and commitment of the specific Deanery.

No matter the kind of plant, the Deanery's involvement and commitment is a vital and necessary component. The larger the goals for the plant will mean more involvement and commitment. The Deanery's participation must include mutual ministries and financial support. Once again, creative responses to what is needed for any given plant should be encouraged.

G. Buildings and grounds decisions occur following the initiating of the plant.

While it is extremely important to develop contacts, strategies, availability studies and building site ideas, no action should occur until such time that it matches the development of the plant itself. This should lessen the probability of the over- or under-procuring of resources. When action must be taken in advance of the plant. CR&D is to be actively involved.

H. Seed group for Pastoral-size and above plants.

This seed or core group for this size of plant are to be leaders who are willing to commit to the plant for a minimum of 18 months. This group is to receive instruction in New Starts, spiritual gift assessment and lay the foundation for pastoral care in the new congregation. This work should begin prior to the hiring of the plant team, provided that it is clear there be an option time to continue or conclude upon that hiring.

I. Leadership training.

Important not merely to the birth of the plant, but for its growth in the early years of development are knowledgeable and trained leaders involved in the plant. This should bring the latest information to all concerned from an Episcopal perspective and thus provide the necessary base for the proper nurturing for the successful development of the plant and the Diocese, and even more growing the Kingdom of God.

II. Recommended

A. Establish a link with NAMS (North American Missionary Society).

NAMS is both a resource for and a network of church planters. Connecting with NAMS, especially for plants whose goal is program size will be extremely beneficial both for the development of the plant and for the planter. Through NAMS a "Church Plant Coach" should be arranged for the planter(s) who will be a further voice of direction and support. The costs of using NAMS would be included in the five-year development plan.

B. An Advisory Committee established for the planter(s).

For plants larger than home groups, beyond the Bishop and the CR&D Committee as a whole, we recommend an Advisory Committee. This committee should be charged with the following tasks:

1. Pastoral care for the planter(s)
2. Serve as liaison with the Bishop and CR&D

The composition of this committee would be small in number and include persons who themselves have been involved in new start work (regardless of the size of the plant).

REPORT OF THE DIOCESAN FOUNDATION

Attached to the report are minutes from the meetings of the Directors of the Foundation for the last year, as well as a Profit and Loss Statement for the period of August 1, 1996 to July 31, 1997.

Highlights for the Foundation grants are as follows:

A. **4-2-97, St. Paul's, Mishawaka** - A $1,500.00 grant was made to St. Paul's, Mishawaka for the repair of the stained glass windows as part of their 1996 renovation of the church.

B. **4-8-97, Episcopal Community Service -** $2,059.00 grant was made for the electrical upgrades which were completed by Wheeler Electric of Hobart, Indiana which were necessary for the After School Program by ECS.

A general discussion occurred regarding the philosophy of the Foundation relative to grants. It was agreed that parishes should be strongly urged to consider requests for loans prior to grants. Also discussed was the interest rate that should be charged for loans. It was agreed that 1% over prime, would be the rate charged.

Respectfully submitted,
Daniel H. Pfeifer

PROFIT AND LOSS STATEMENT
August 1, 1996 through July 31, 1997

Interest Income:

St. Anne's, Warsaw	$485.19
St. George's, Berne	146.31
St. Paul's	215.73
Key Bank of South Bend (Ck. Account)	10.28
**Key Bank of South Bend (Invest. Account)	$23,124.78

General Foundation	$3,867.27 (17%)	
Cong. Revitalization	$9,956.62 (43%)	
New Congregation	$5,060.30 (22%)	
Outreach	$3,016.39 (13%)	
Growth Fund	$1,224.20 (5%)	
		$23,982.29

Expenses:

2-5-97	Diocese Special Funds Acct. (1996) Blanket Bond	$212.00
2-11-97	Warner, Armstrong & Jones (1996) Audit	$1,350.00
5-22-97	Indiana Secretary of State Annual Report fee	$10.00
7-15-97	Indiana Secretary of State Copy Charges	$12.00
		($1,584.00)
	Total Income	**$22,398.29**

Other Receipts and Disbursements

Receipts of Principal:

St. Anne's, Warsaw	$3,172.89	
St. George's, Berne	9,278.26	
St. Paul's	3,470.67	
		$15,921.82
	Total Cash Received	**$38,320.11**

**Information available through June 30, 1997.

Disbursements:

Grants (August 1, 1996 to July 31, 1997)		
4-2-97	St. Paul's, Mishawaka	$1,500.00
4-8-97	Episcopal Community Service	$2,059.00
Loans (August 1, 1996 to July 31, 1997)		-0-
	Total Disbursements	**$3,559.00**
	Net Cash Increase	**$207,344.27**
	Cash Balance 06-30-96	**$444,103.42**
	Cash Balance 07-31-97	**$651,447.69**

BALANCE SHEET 7-31-97

Assets:

	Key Bank of South Bend:		
	Checking Account		$793.34
**	Investment Pool Accounts		$650,654.35
	General Foundation	$117,099.17 (17%)	
	Cong. Revitalization	$274,003.36 (43%)	
	New Congregation	$128,202.36(22%)	
	Outreach	$83,066.94 (13%)	
	Growth Fund	$48,282.52 (5%)	

Notes:

St. Anne's, Warsaw	$5,194.13	
St. George's, Berne	Paid Off	
St. Paul's, Gas City	$304.76	
		$5,499.19
Assets: Balance 7-31-97	$656,946.88	

**Information available through 6-30-97.

THE FOUNDATION OF THE DIOCESE OF NORTHERN INDIANA

Prepared by the Reverend Robert L. Fitzpatrick

During the fiscal year of the Foundation of the Diocese of Northern Indiana, Inc., August 1, 1996 to July 31, 1997, there were two grants and no loans made. A grant for $1,500 to St. Paul's Church, Mishawaka, and a grant for $2,059 to Episcopal Community Services. Both of these were made from the General Foundation Fund. No grants or loans were made from the Congregation Revitalization Fund, the New Congregation Fund, or the Outreach Fund.

The **General Foundation Fund** is the original fund that made up the extent of the Foundation before the "Forward in Faith" campaign. No new monies are entering this Fund from the "Forward in Faith" campaign. New monies do occasionally come into this Fund from bequests and other gifts. As of July 31, 1997, it contained $117,099. This Fund is administered totally by the Foundation Board with grants made from the previous year's income and loans made from up to 51% of the Fund's principal. Loans and grants are made to congregations and ministries of the diocese for the furtherance of their mission. Loans are made with a set interest rate of the prime interest rate plus one percent of the bank of record of the Foundation on the business day before the meeting wherein a loan is approved.

The **Congregation Revitalization Fund** is fiscally administered by the Foundation. All grants and loans must be approved by the congregation Revitalization and Development Committee. As of July 31, 1997, it contained $274,003. It was created and continues to be funded by the "Forward in Faith" campaign. Grants are made from the previous year's income and loans made from up to 51% of the Fund's principal. Loans and grants are made to congregations and ministries of the diocese for the furtherance of their mission and in accordance with the mission priorities of the diocese as determined by the Congregation Revitalization and Development Committee. Loans are made with a set interest rate of the prime interest rate plus one percent of the bank of record of the Foundation on the business day before the meeting wherein a loan is approved.

The **New Congregations Fund** is fiscally administered by the Foundation. As of July 31, 1997, it contained $128,202. It was created and continues to be funded by the "Forward in Faith" campaign. Grants can be made from interest and principal as directed by the Congregation Revitalization and Development Committee and the Bishop.

The **Outreach Fund** is fiscally administered by the Foundation. As of July 31, 1997, it contained $83,067. It was created and continues to be funded by the "Forward in Faith" campaign. Grants can be made from the interest income from the previous year as approved by the Social Outreach and Economic Justice Committee.

All of the funds noted above are invested in the diocesan pooled income account. An individual 5% of the total Foundation funds ($42,282) apportioned appropriately for each individual Fund are invested in the diocesan capital growth account.

Allocations to the **Congregation Revitalization Fund, New Congregations Fund and Outreach Fund** are made quarterly from the receipts of the "Forward in Faith" campaign and are allocated based on the monies received with 38.33% to Congregation Revitalization, 33.33% to New Congregations and 11.67% to Outreach. (Another 16.67% is allocated to Diocesan endowment and has nothing to do with the Foundation).

ANNUAL REPORT OF THE COMMISSION ON MINISTRY, 1997

Commission Membership

Mrs. Anne Donnelly, St. Alban's, Fort Wayne - Chair 1999; The Rev. Michael J. Haas, Trinity, Logansport, 1999; The Rev. Susan Blubaugh, St. Peter's, Rensselaer, 1999; The Rev. Dabney T. Smith, St. Michael & All Angels, South Bend, 1998; LeRoy M. Lacey, Esq., St. Andrew, Kokomo, 1998; The Rev. Margaret G. Harker, Christ the King, Huntington, 1998; Mrs. Kay Miller, St. John the Evangelist, Elkhart, 1997; The Ven. M. Richard Miller, St. Andrew's, Valparaiso, ex-officio; The Rev. Frank H. Moss III, Trinity, Fort Wayne, ex-officio; The Rt. Rev. Francis C. Gray, ex-officio; The Rev. Canon David L. Seger, ex-officio.

The Commission on Ministry has been meeting regularly on the third Saturday of each month.

Because of the year's moratorium that was in place for the discernment and ordination process, we have not conducted any interviews this past year. The proposed revised ordination process was presented to the clergy at a meeting in February, with very favorable comments, and a few proposed changes, which have been incorporated. There are still a few "loose ends" that are being worked on. There are currently four persons going through the process but none have reached the point where they are to come before the Commission on Ministry.

Approximately $4,700.00 was given out for continuing education grants funded by the Forward in Faith campaign.

The Commission on Ministry requested that the bishop appoint a task force to design a study program for deacons. This committee is now in place.

The Commission on Ministry will have a joint meeting with the Standing committee in November. Items to be discussed include a Standing Board of Examining Chaplains for early ordination to the transitional diaconate, and suggestions for the implementation of Canon IX.

In the coming year the Commission on Ministry will be evaluating the first year with the revised ordination process and will be continuing to discuss the implementation of Canon IX and any other concerns that may come out of the joint meeting with the Standing Committee and the meetings with Suzy Miller, as they may pertain to the Commission on Ministry.

Respectfully submitted,
Anne E. Donnelly, Chair

REPORT FROM THE STANDING COMMITTEE

President - The Rev. Michael Basden, Saint Anne's, Warsaw (1997); Secretary - Mrs. Martha Kahn, Saint Michael's and All Angels (1997); The Rev. Frank Moss, Trinity, Fort Wayne; The Very Rev. Frederick Mann, Cathedral of Saint James, South Bend; Dr. John Mapes, Saint Andrew's, Kokomo; Mrs. Nancy Brennen, Saint Paul's, Mishawaka.

Consents:

-to the election of Bishop Coadjutor for the Diocese of West Missouri.

-to the election of a Bishop for the Diocese of Maine.

-to the ordination and consecration of the Rev. Rodney R. Michel to be Bishop of the Diocese of Long Island.

-to the election of a Bishop Coadjutor for the Diocese of New Jersey.

-to the ordination and consecration of the Rev. Catherine M. Waynick to be Bishop Coadjutor of the Diocese of Indianapolis.

-to the ordination and consecration of the Rev. Theodore A. Daniels to be Bishop of the Diocese of the Virgin Islands.

-to the election of a Bishop Coadjutor for the Diocese of Idaho.

Postulants and candidates for Holy Orders

November 9, 1996 - Approved reduction of Brian Grantz's candidacy for ordination to the Diaconate from one year to six months.

March 10, 1997 - Signed Testimonial approving Deacon Grantz's ordination to the priesthood.
-Approved reduction of Deacon Grantz's Diaconate from one year to six months.

Other business - Approved the sale of real estate for Saint Augustine's, Gary.

Respectfully submitted,
The Rev. Michael Basden, President

DIOCESAN STEWARDSHIP COMMITTEE
BUDGET REQUEST FOR 1998

Mission: to provide a program of education that will enhance the stewardship efforts of the parishes of this diocese. The execution of this mission is in itself helpful in instilling in our hearts Christ's many blessings upon us and our obligation of managing them.

Plans: We plan to provide assistance to all parishes in the diocese. We cannot come uninvited but plan to promote our trained consultants via letters to all parishes and through deanery meetings.

Program for the past year: November 22-24, 1996 - Stewardship Consultants trained by the National Church Center. Participants 7; Parishes involved, 6.

Money spent last year: None spent to date. On June 14th, there will be additional training by the National Church Center. Estimated expenditure - $800.

Long range hopes and plans: Wide spread utilization of diocesan consultants.

Budget request:

Postage	$75.00
Newsletter	
Letters to clergy	
Letters to Sr. Wardens	
Minutes	
Consultants' travel to deaneries	$350.00
Consultants' continuing education	$400.00
Outside consultant's honorarium	$400.00
Total	$1,175.00

Submitted by
John Ritter

RECOVERY MINISTRIES COMMITTEE

Members: Deacon Frank McKee, Chair; Deacon Alvin Zunkel, Fr. George Minnix.

This committee, which works primarily in a confidential mode, is involved in one-on-one counseling of addicted persons and their families. We are available to the parishes of the diocese as a resource for evaluation and intervention as well as for education and workshops.

We are ready and willing to help in any way we can. We are competent to set up and present retreats and workshops and to show films and give lectures. This year we have loaned films from the committee library as a way of spreading the news about addictions.

We are active in our individual pursuits in this area of our lives and are in contact with each other as needed. We have no specific plans at this time.

ST. MARGARET'S HOUSE

1997 Officers and Directors:

President - Mary Pyles, 227 N. Greenlawn Ave., South Bend, 46617; home: 289-9343 (Community. 1997)

Vice President - Barbara Wilson, 127 N. le Blvd. de la Paix, South bend, 46615; home: 289-9114 (Community Agency liaison. 1999)

Secretary - Kathleen Berwick, 4930 Burr Oak Terrace, Lowell, 46356; home: 696-8754 (Calumet Deanery. 1999)

Treasurer - Margaret Kenney, 1329 N. St. Joseph, South Bend, 46617; home: 232-5570 (Community. 1998)

Financial Sec'y - Cindy Van Parys, 1464 Glendale Drive, South Bend, 46614; home: 291-0472 (South

Bend Deanery. 1999)

Past President - Sharon Chase, 1426 E. Eighth Ave., #26, Denver, CO 80218 (1997)

Directors:

Brennen, Nancy W., 3529 Hanover Ct., South Bend, 46614; work: 535-2657 (Diocese of Northern Indiana. 1999)

Norman Dales, 19285 Haviland Dr., South Bend, 46637; home: 272-4994 (Cathedral Chapter representative, 1997)

Helen Donovan, 544 Ostemo Place, South Bend, 46617; home: 234-9189 (Community. 1999)

The Rev. Anne Dorgan, 7114 E. South Barbee Dr., Pierceton 46562; home: (219) 594-3364 (Fort Wayne Deanery. 1999)

The Rev. Carl Gilland, 704 Kinder Dr., Syracuse, 46567. (Diocese of Northern Indiana. 1998)

Geannine Mitchell, 190 E. CR 1400 N., Chesterton 46304; home: 926-6208 (Michigan City Deanery. 1997)

Brian Shappell, 54753 Bonnethill Tr., Mishawaka 46545; home: 255-8715 (Community. 1999)

Deb Walters, 56841 Raider Dr., Elkhart 46517; home: 295-8879; (Elkhart Deanery. 1998)

Executive Director: Kathryn Schneider, 52191 Fieldstone Lane, Granger 46530; home: 272-4562.

Ex Officio: The Rt. Rev. Francis C. Gray, Bishop, Episcopal Diocese of Northern Indiana, 117 N. Lafayette Blvd., South Bend, 46601; The Venerable Sarah Tracy, 855 Lincoln Way East, Mishawaka 46544; (Founder) home; 255-9151; Mrs. Nancy Lunde, (Diocesan ECW President) 4832 S. Park Dr., Fort Wayne 46804 home: 456-5416; Mrs. June Thompson, 1005-A Park Forest Drive, Marion, 46592; home: 662-6794 (Diocesan United Thank Offering Representative)

When you read this report, our new kitchen, long in the planning and fund-raising stages, should be up and running at last. Installation was scheduled for early October, in hopes that all renovations could be completed before cold weather was upon us. Support for this project was generous and broad based, far too broad to be acknowledged here. A final report is to be prepared and will be available upon request.

St. Margaret's House continues to offer a number of programs and discussion groups on topics of interest to our guests. Students from Notre Dame University and St. Mary's College have provided some leadership for these. Last spring Sister Rita Cammack, a Notre Dame graduate student, concluded a popular Life Skills Development series. This fall, a Wellness group, conducted by Sister Patricia Belting from The Healing Arts Center, will deal with issues such as stress reduction, anger management and other health issues. Sara O'Malley, a Master of Divinity student, is leading a spiritual reflection group.

Lynn Bradford of S.O.S. (Sex Offenses Services) continues a weekly support group for those who have experienced sexual abuse. Senior nursing students from St. Mary's College are available several times each semester to answer questions or make presentations on health-related issues. Also, periodic retreats have been held at Mary's Solitude at St. Mary's College for both guests and volunteers.

In 1996, the National Church designated St. Margaret's House as a Jubilee Center. In June 1997, Director Kathy Schneider attended the National Gathering of Bread for the World. Her attendance was sponsored jointly by Jubilee Ministries and the Diocese of Northern Indiana. In September, Board member Margaret Kenney attended a Jubilee Ministry training meeting, also in Washington, D.C.

A new computer, funded through the community Services Block Grant program has enhanced our office area. We are all in the process of discovering its many capabilities. The CSBG is also funding a second computer, in order that we may establish a learning center for our guests. Many are already participating in various training programs and should benefit from additional opportunity to practice.

Kathy Schneider speaks for all of us as follows: "When we sit down at the table to share a meal, all those who support us with their interest, their prayers and their donations sit with us." We hope that many of you will be able to visit St. Margaret's House in the coming year to see what you are helping us to accomplish.

Submitted by Mary Pyles, President SMH Board
September 22, 1997

EPISCOPAL COMMUNITY SERVICES, INC.
Report to Diocesan Convention, 1997

1997 has been a critically important year to Episcopal Community Services, Inc. Most of the old services have been continued while new programs focused more on intervention that on hand-outs are being undertaken. Important changes are taking place at the Board level with the addition of more lay people and new volunteers are coming in from the immediate neighborhood to help with the ministries of ECS. The decision-making base on policy and programs of ECS has been broadened. Children and youth are being served on an on-going basis, and new ministries of intervention and advocacy are being explored. More Episcopalians have been involved in ministry in the inner-city of Gary than at any time since before the closing of Christ Church, with increased support from Episcopal parishes. Significantly, support from the Diocese and from local congregations outside the Calumet has also increased, making ECS a diocesan ministry not just a ministry of the churches of the Calumet deanery. And during this year increased accountability has been developed within ECS. We are looking forward in the remainder of '97 and '98 to initiating programs for which significant funding from outside the diocese and local congregations will be sought.

Crisis Ministry (Information/Referral, Advocacy Services and Grunt Ministries)

ECS has always dealt with persons in crisis, providing whatever services it could to help them through the crisis and to a better day. During the past year, ECS has developed its own manuals for doing this crisis intervention work; we have ceased trying to be a one-stop center for such persons as we recognize the need to utilize the space in this wonderful old home for neighborhood programs and not for storage of furniture and clothing which can be gotten elsewhere. Much more of ECS's crisis ministry work is done on the telephone helping people in need to obtain the services they need without their having to come to the ECS building just to obtain effective referral and advocacy. People in crisis frequently require a lot of encouragement to pursue long-lasting solutions to their programs in part because such solutions are difficult to obtain and many of those in need get discouraged when the desired solution can not be achieved quickly. If we can not provide the type of help the individual caller is seeking, we seek to put the caller in communication with someone who can. How are we doing with this? A recent letter of thanks from the University Police at IUN said in part, "We had tried all the other agencies and shelters we could find and none of them could help. When we called you, you were like a beacon in the night." And, yes, we sometimes go out in the middle of the night to help someone in an emergency situation. Our phone is answered 24-hours a day and all calls are returned.

Food Ministry. The food pantry is now run entirely by Episcopalians due in large measure to our efforts to increase both internal and external accountability. Most of the old regulars continue to receive assistance and many new ones have come in for help. Because Gary, Hammond, and East Chicago have a temporary waiver on cut-offs in food stamps, the full impact of the cuts in Welfare Reform have not been felt in this area as yet. The local newspaper reports that when the waiver is lifted, 48,000 people in this area will lose their entitlement to Food Stamps. In anticipation of this increasing need for food, ECS is preparing to increase its capacity to store and redistribute food. Volunteers in this ministry have streamlined ECS's procedures for food distribution and have developed increased accountability in this program. Other changes in ECS's Food Ministry have involved us in preparing and serving hot lunches to children and youth participating in our programs and there is talk of having ECS become more involved in providing congregant meals to street people, senior citizens, and other special groups.

Children and Youth. Last school year, a small after school program was launched at ECS for elementary school children. It was largely one of helping kids with homework and providing tutoring in trouble areas to those needing it. During the summer, ECS conducted a Summer Arts Program in July and August for four hours daily. The program involved kids from the immediate neighborhood. With help from the churches, twenty-seven kids were enrolled in this program -- thanks be to God the highest daily attendance except on field trips was twenty-one. The Summer Program put us much more in touch with our immediate neighbors and attracted new volunteers from the neighborhood to help with the program. The After School Program will again be conducted after first report cards come out, and planning will be undertaken for next year's Summer Program. Other programs for children and youth are being envisioned which will provide a safe environment where they can be kids in this city where they have to be street-smart too soon and too often. Some of this work will be gang intervention, if we can obtain the necessary funding.

The Future. ECS has a dual thrust: to help people in need and to provide opportunity for others to expand

episcopal ministries more faithfully following our baptismal covenant. The people in need may be in poverty, oppressed or in some particular crisis. One month we provided food for a woman and her two children; two months later she provided the funds for two month's mortgage payments at ECS, her momentary crisis being over. In 1997 ECS received support from local churches in the Calumet, the Diocesan Foundation (for Codes Compliance), the Diocese (for mortgage retirement), individual Episcopalians, a number of parish priests utilizing discretionary funds, and from one priest who made a monthly donation from his personal funds. A grant was received by St. Barnabas in the Dunes from a private foundation to underwrite the Summer Program. ECS still has no paid staff. Our ability to address needs and issues in contingent upon the services of volunteers and availability of funds. A diocesan plan adopted by the affected churches will eliminate the need to make mortgage payments on the present building. But ECS will always need financial support of the churches and of the Diocese itself if it is to be an on-going ministry of the Episcopal Church. The continuation of this ministry is directly tied to the generosity and commitment of Episcopalians to carry out the kinds of ministries Jesus did and which he taught his followers to do. We seek your help in expanding Episcopal ministries to people in this region.

The sign on the entrance of ECS reads in part: "If you need help from a friend and your friends are unable to help, we hope you will find in us a friend who is able, even Christ our Lord."

ECS FINANCIAL REPORT

January 1, 1996 through December 31, 1996

Beginning Balance	$335.32
INCOME	
Gifts Received	7421.11
Transfers - Building Fund	5,392.38
Fund-raising	4,032.00
Interest Income	10.30
TOTAL INCOME	$16,855.79
EXPENSES	
Repairs	187.78
Telephone - regular	1,317.10
Telephone - long distance	71.14
Supplies	82.79
Petty Cash	208.91
Auto Expense - Plates	32.75
Auto Expense - Service	583.52
Auto Expense - Insurance	135.20
Building Insurance	1,139.00
Mortgage - Payments	6,333.84
Mortgage - Late Fees	84.00
Bank Service Charges	85.00
Fund-raising Expenses	1,870.04
Food Pantry	1.582.01
Utilities - Sewer	65.97
Utilities - NIPSCO	1,953.66
Utilities - Water	113.54
Misc. Expense	49.00
Expense Reimbursements	494.11
Postage	38.40
TOTAL EXPENSES	**16,427.76**
BALANCE DECEMBER 31, 1996	**763.35**

THE CATECHESIS OF THE GOOD SHEPHERD

In the fall of 1993 , we began to offer training in the diocese for persons to learn to work with children in the Catechesis of the Good Shepherd. Over the 1993 - 1994 and 1994-1995 academic years, one hundred twenty hours of class instruction were offered to train persons to work with three to six-year olds. During the 1995 - 1996 and 1996 - 1997 another one hundred twenty hours of class instruction were offered to train persons to work with six to nine-year olds. This last course concluded in May 1997.

These training courses have been held at Trinity Church. During the last course, twenty-six persons participated. In each of the four courses a number of roman catholic catechists have attended. The national meeting of the Association of the Catechesis of the Good Shepherd (USA) was held at Trinity in October 1997.

An international retreat for catechists was held in September 1997 in Assisi, Italy. Clifford King Harbin of Saint Andrew's Church, Kokomo, was able to attend. One of the co-leaders of the retreat was the Right Reverend Frank Griswold, bishop of Chicago and presiding bishop-elect of the Episcopal Church. Presently, a majority of the members of the board of the National Association for the Catechesis of the Good Shepherd (USA) are Episcopalians.

Each participant in the course here pays a tuition of $225.00 for the year. Twenty-five dollars of this fee is paid to the national association. The balance is used to cover the cost of providing a national trainer for each session. The lecture fee for the trainer is $250.00 to $300.00. During the 1996 - 1997 course year, nine of ten trainers must be flown in for the course. One of our trainers comes from Mexico (and her travel is by no means the highest cost). The 1997 diocesan budget contributed $1,250 to this ministry. This along with contributions from Trinity, helps to enable us to offer the course at approximately half the cost of national courses.

We are planning to offer training for catechist to work with nine to twelve-year olds beginning in September 1998.

Respectfully submitted,
The Reverend Stephen Gerth

CONSTITUTION AND CANONS

Members: Stephen Gerth - Trinity, Michigan City; David Wright - Trinity, Fort Wayne; Joe Weaver - Gethsemane, Marion; Jay Rigdon - St. Anne's, Warsaw.

Our committee met, at the request of the convention, to amend Canon 3 on "The Counsel." After research and three meetings, a draft was proposed which will be submitted to the 1997 convention. No other business was conducted.

Respectfully Submitted,
David M. Wright, Chairman

REPORT OF THE EPISCOPATE RELATIONS COMMITTEE

Howe Military School - November 7 and 8, 1997

Because of the good work done in previous years by the Episcopate Relations Committee, there was not a great deal to be done this year on the matter of the Bishop's compensation. The Committee recommended appropriate cost of loving and other adjustments to several lines in the Bishop's compensation section of the Diocesan budget FY 1998. These are reflected in the Budget to be presented to the Convention. We met with the Bishop and Mrs. Gray to discuss these and some other matters, enjoying greatly their hospitality.

We are grateful for the good support of the Diocese in helping to provide an opportunity for the Bishop to make a sabbatical trip to follow in the path of Saint Paul's missionary journey. This trip has been postponed to the spring of 1998. We pray the Bishop and Mrs. Gray Godspeed in this pilgrimage. We are glad that they were able to enjoy some time of leave and re-creation in the early months of this year, interspersed with trips and meetings for the national Church and the Companion Relationship we enjoy with

the Diocese of Honduras.

We have sought to be supportive of the Bishop and his family, encouraging them, and remembering occasions of family celebration and observance. We congratulate them on the birth of their first grandchild.

We give thanks to God for the good work of Bishop Frank Gray and Karen Gray on behalf of our Diocese. Their devotion, commitment, diligence, encouragement, and support honors our Lord Jesus Christ, and is a benefit to His holy Church.

Our committee numbered two this past year because of two resignations. We would like to recommend that there be canonical provision for filling unexpired terms.

Faithfully submitted,
Mrs. Deborah Ottsen
The Rev'd Henry G. Randolph, Jr.

COMPANEROS EN CRISTO

The Committee for the Companion Relationship with the Diocese of Honduras

The members of our committee are as follows: Bishop Gray, ex officio; Arlyne Jacobsen (St. Paul's, Munster), Chair; Charles Hensel (St. Timothy's, Griffith), Kristine Graunke (St. Andrew's, Valparaiso), Ted Neidlinger (St. Andrew's, Kokomo), Karen Gray (Cathedral), Nancy Seger (St. Paul's, Mishawaka), Julie Barth (St. John's, Bristol), Marilyn Benedict (St. Thomas', Plymouth), John Schramm (St. Thomas', Plymouth), Duane and Carolyn Gunde (St. John's, Bristol), Tim Skimina (St. Timothy's, Griffith), Aleta Watton (St. Andrew's, Kokomo), Russel Kitchner (Cathedral). Some of these persons are more active than others; there are no fixed term limits.

The companion relationship committee was authorized at the last diocesan convention and the following mission statement was adopted at the March 1, 1997 meeting: *Companeros en Cristo is both the name of the mission and the name of the committee of the Diocese of Northern Indiana whose goal is to deepen relationships between the people and parishes of the Episcopal Diocese of Northern Indiana and the people and parishes of the Episcopal Diocese of Honduras. We, members of the committee, are those whose hearts the Lord has touched with the importance of looking beyond our own needs to the wider mission of the Church in bringing men and women to faith in Christ and caring for their other needs in His Name. We believe that as our horizons are extended to embrace the Christian mission in a foreign culture, we will also be awakened to the opportunities for mission close at hand. We believe that the Diocese of Honduras, through its vitality and commitment to ministry, will in turn nurture and inspire us as we seek to be creative, resourceful, and responsive in our own ministries.*

The task of the committee is three-fold; to pray, inform, and facilitate. It aims to encourage regular prayer for the people and parishes of the diocese of Honduras. It aims to inform the parishes of Northern Indiana about the life and ministries of the diocese of Honduras. It also aims to facilitate the involvement of those who respond in the life of their sister diocese, both Northern Indiana in Honduras and Honduras in that of Northern Indiana. This it will foster by enabling personal contacts through visits and other kinds of communications, and by offering opportunities for those in Northern Indiana to be involved in ongoing projects in Honduras.

Our main goal now is to disseminate to the whole diocese the results of the visit of members of companion team to Honduras in January of 1997. To that end, a good quality brochure has been made available and a significant portion of budget money was spent on it - and many hours of volunteer time. Members of the committee have also gone out to speak to parishes as requested. Articles have appeared in the BEACON. We have already sponsored the visit of a Honduran woman, who is the Secretary at the home for girls run by the Church in San Pedro Sula. She has spent time in several different churches in our diocese. We have also sponsored and helped to pay for the costs of the visit of three Honduran young people to our Diocese in the summer of 1997.

The diocese allocated to our use for this year $5,000. We have spent some of it and will be spending the rest in the following fashion:

$750 - plane fare for visit of Sonia Villaneuva from Nuestras Pequenas Rosas.
$1,400 - plane fare for visit of young people from Honduras in the summer of 1997.

$1,500 - production costs for a brochure explaining the work of the committee and opportunities for mission work in association with Honduras.

$1,000 - travel subsidy for those who will travel from Northern Indiana to Honduras.

$350 - miscellaneous, including customs fees for shipping and committee expenses, such as mailings, postage, etc.

Plans for the future include a constantly up-dated list of involvement opportunities and mission projects, which are suitable for a wide range of abilities. The most expensive is probably building a church in Honduras (and two of these are committed to: one by the diocese in the form of a chapel for the conference center in Muchilena, which is now completed; the other is a parish church for the people of el Cerron by St. Thomas - nearing the end of construction) and the least dependent on money is the collection of clothes and other needed items that can be shipped. The committee itself will have to bear the costs of shipping and getting things through customs. There are plans for mutual involvement in educational institutions (some contacts have already been made), continued involvement with the girls' home (one of St. Thomas' teens spent a month there this summer as a house-mother), continued involvement with the South American Missionary Society (which works in Honduras), as well as a full range of educational efforts to fully inform our people about their companion diocese. The actual travel of people from one diocese to the other is a very important part of the relationship. It is expensive to travel back and forth to Honduras and it seems unfair to ask individuals who are doing diocesan work to bear all their own costs (which is what happened for the first visit in January). The reality of the relationship depends on acquaintance, and that is fostered only by visiting. We believe that the quality and perhaps the quantity of mission engagement depends on those personal relationships, which makes the spending of travel money a very worthwhile investment. There are also many possibilities for sister parish relationships.

The 1998 budgeted amount of $5,500 will be spent according to this tentative budget:

$1,000 - video (or updated brochure)

$2,000 - travel subsidies from Northern Indiana to Honduras

$1,500 - travel for visitors to Northern Indiana from Honduras

$500 - miscellaneous: shipping of materials to Honduras, mail, telephone and fax, printing

$500 - contingencies (especially extra travel costs, depending on the traffic)

Respectfully submitted,
The Rev'd Canon John E. Schramm

THE BISHOP'S AD HOC COMMITTEE ON ETHICS IN MINISTRY

Chair: The Rev. Megan Traquair; Members: Canon David Seger, Dr. Brown, Mr. David M. Wright, The Rev. Michael Haas.

The Ethics Committee originally developed the Ethical Guidelines adopted by the Diocese of Northern Indiana for the prevention and intervention of sexual abuse and harassment. We have provided ongoing trainings this year of 1997 for new employees, leaders and volunteers. The training is not only required by our Guidelines, but it also provides individuals with information about behavior, risks, recognition and appropriate boundaries in this area. Our most recent trainings, both taking place at St. Thomas in Plymouth, included individuals involved in our Church Adventure Camp in August; and those in church ministry or new work positions in September.

The ongoing trainings offer a great strength to our Diocese. It is an ongoing "investment" in our congregations. Most of those who attend now, are our baptized leaders, not just our ordained leaders. Year after year as new leaders rotate into positions that need this training, an increasing percentage of our congregations will have a working knowledge of what is appropriate behavior and how to configure both our physical location and our specific ministries to best protect our parish members.

There will be a three hour renewal training offered, and required for all individuals who were trained two years ago at the Madison Center. It will take place this spring.

Gladly, some portions of the Committee have remained inactive: the Pastoral Response team, and the Investigative Response team. These teams would become engaged in the ecclesiastical investigation and the pastoral care given to the accuser, the accused and the congregation or group involved.

The ongoing commitment of our Diocese to grapple with this difficult issue, and to go through the

inconvenience of background and reference checks, and training dates, represents what our baptismal vow to "Respect the dignity of every human being." (BCP 305) looks like when it is consciously practiced.

Respectfully submitted,
The Rev. Megan Traquair, Chair

EPISCOPAL AIDS MINISTRY

Provides spiritual consolation and information for resources available to people who have HIV/AIDS and their families and to those needing locations of testing places. This is a very worthwhile program because it gives people a place to call, anonymously, where they can ask any questions freely.

I also work with other AIDS organizations where needed.

For the past three years, there has been a program for World AIDS Day, December first, at the Northern Indiana Arts Center for the seventh-graders of various schools in this area. We will be doing the program again this year.

However, because of the deterioration of my husband's health, I will be unable to continue as the chair of the diocese. I dearly hope that someone will come forward to do this work.

Faithfully,
Gloria Taylor

WAWASEE EPISCOPAL CENTER REPORT

October 17, 1997

Census: For the period September 1, 1996 thru September 1, 1997, we rented our facility to 21 church groups, 19 families, 4 church youth groups and 4 corporations.

Accomplishments: During the past twelve months we have accomplished the following goals:

Maintenance:

-power washed all decks and railings
-waterproofed all decks and railings
-replaced the well group
-chlorinated the well
-cleaned and serviced the commercial stove. Repaired the pilot light in oven
-stove exhaust hood: cleaned and replaced bolts to keep from falling out of wall
-replaced all expired fire extinguishers
-signed service agreement with heating and A/C company to maintain our equipment
-replaced A/C compressor for second floor
-replaced air vent registers in conference rooms that were damaged
-had roofing contractor inspect flat roof over conference rooms
-trees in parking area trimmed away from power lines
-repaired several reclining easy chairs (temporary repair at best)
-replaced broken mini blinds on french doors with vertical blinds
-replaced old sweeper with commercial quality vacuum cleaner
-replaced cracked microwave oven turntable
-mulched all flower beds. Trimmed all shrubs

Furnishings:

-purchased 6 hotel quality chaise lounge chairs for the lakeside deck
-purchased new towels and washcloths, eliminated rental costs
-purchased a few board games, puzzles and children's books for rainy day activities

Policies:

-established new rental policy for summer season: rentals for 7 consecutive days only
-established new policy prohibiting outdoor campfires and bonfires
-posted notices asking guests to return furniture to original positions to save on housekeeping costs.

-established policy requiring damage deposits for wedding receptions and parties in addition to the deposit to secure their reservation

Our goals and needs for the next 12 months:

Furnishings and Fixtures:

-we need to replace the 6 blue reclining chairs: 4 of them are currently held together with florists wire and a prayer.

-the two pink sofa sleepers need to be recovered or replaced. Steam cleaning has not removed the stains on them.

-the four blue arm chairs at the round conference table in the small conference room need to be re-upholstered immediately.

-the table clothes on the dining tables need to be replaced - they are wearing thin in several spots.

-we need to consider a gradual replacement of the mattresses on the beds. We've begun rotating them, but some, especially downstairs, are badly in need of replacement.

-the dishwasher in the big kitchen needs to be replaced. It is not doing a satisfactory job. A heavy duty model should be considered.

-there are several light fixtures that need to be replaced.

-two toasters need to be replaced.

-commercial quality ash cans need to be purchased for the front and back decks. Current sand buckets freeze in winter, so guests throw butts on the lawn.

Maintenance:

-the exterior of building needs to be power washed

-two gutters and downspouts need to be replaced.

-the pier needs scraped and painted.

-the fireplace chimney needs to be cleaned and inspected.

-the vegetation on the hillside needs to be cut back (to cut mosquito population).

-trees on south side of building needs to be trimmed away from roof and siding.

-interior walls have several nicks and dents that need to be spackled and painted. Common areas first.

Administrative:

-produce a quality brochure for marketing the center during the off season (Sept. - May).

-develop a master maintenance schedule for the property.

-find ways to reduce lawn maintenance costs.

EXUBERANCE YOUTH MINISTRIES REPORT
General Convention - Nov. 1997

YALT (Young Adult Leadership Team) Officers

Diocesan Youth Ministries Coordinator - Mrs. Aleta Watton; Diocesan Treasurer - Mrs. Sharon Katona; Chairperson - Mr. Andrew Moore, St. John the Evangelist, Elkhart; Secretary - Mr. Andrew Walker, St. Andrew, Kokomo; Alternate - Mr. David Cockram, St. Michael and all Angels, South Bend.

YALT Members by Deanery

(Ideally 4 youth and one adult from each deanery - three clergy and 2 at-large members)

Calumet: Mr. Robby Schrum and Miss Sarah Wimberly - St. Christopher's, Crown Point; Mr. David Croyle - St. Paul's, Munster; Miss Carmen Blubaugh, St. Peter's, Rensselaer; Ms. Ann Heiligstedt - Adult - St. Christopher's, Crown Point.

Elkhart: Mr. Andrew Moore, Miss Anita Thomas and Miss Susanne Walker - St. John the Evangelist, Elkhart; Mr. Mike Parrow and Mr. Paul Parrow - Adult - St. John of the Cross, Bristol.

Fort Wayne: Miss Amanda Robison - Trinity, Ft. Wayne; Miss Katie Dombek - St. Anne's, Warsaw; Mr. Gage Morris - Christ the King, Huntington; Miss Laurie Fisher - Adult - Trinity, Fort Wayne.

Michigan City: Miss Mary Morris and Mr. Andrew Petroski - Adults - St. Andrew's, Valparaiso.

South Bend: Mr. David Cockram and Miss Janet Raymer - St. Michael's and all Angels, South Bend; Mr. Tim Schramm - St. Thomas, Plymouth; Mr. Bradley Mohnke - Adult - St. Michael's, South Bend.

South Bend: Mr. David Cockram and Miss Janet Raymer - St. Michael's and all Angels, South Bend; Mr. Tim Schramm - St. Thomas, Plymouth; Mr. Bradley Mohnke - Adult - St. Michael's, South Bend.
Wabash Valley: Mr. Andrew Walker and Miss Brooke Jamison - St. Andrew, Kokomo; Miss Sarah Powers - Gethsemane, Marion; Mr. Jeff Watton - Adult - St. Andrew, Kokomo.
At-Large: Mr. Colby Miller - St. Andrew, Kokomo; Mr. Bill Oswalt - Christ the King, Huntington.
Clergy: The Rev. Dabney Smith and The Rev. Tina Velthuizen.

YOUTH PROGRAM MISSION

To Disciple youth. To minister Christ's love to young people. To provide Diocesan support and resources for youth in grades 7-12 and their adult leaders. To provide social events in a Christian atmosphere and spiritual growth opportunities for youth from parishes without youth programs. To provide summer church camping experiences for children and youth. To provide spiritual retreats, such as New Beginnings, Happenings, and other Jr. High/Senior High retreats. To provide youth leadership training for adults and youth who work with the youth programs and Christian formation in their parishes.

CHRIST'S MISSION THROUGH YOUTH MINISTRY

"A child shall lead them . . ." Youth can be the most exuberant of all parishioners. They are our future and our NOW! If we neglect to meet the particular needs of our young people, **our walls** will not hold them. Youth breathe life into any parish and they breathe life into our worship. In youth ministry we are forming Christian leaders for the present and the decades to come. As individuals, parishes and a diocese we must be more committed, through personal involvement and financial giving, to the support of youth ministry.

PARISH INVOLVEMENT IN THE DIOCESE YOUTH PROGRAM

The Diocesan youth progra is meant to be a resource to <u>all</u> our parishes. It is not meant to detract from the local parish youth ministry - or to be 'just one more thing' for our kids to do. The program intends to enhance what parishes are already doing for their youth or to fill needs of churches with limited resources.

Many parishes are already involved in the Diocesan Youth Program. Some are not yet involved for various reasons. The most often stated reason being lack of youth in the individual parish. We hope to solve that problem by providing training seminars and workshops in effective youth ministry and how to draw youth to your parish. We also want to recruit YALT members from as many parishes as possible, in hopes that through leadership training, they will attract more youth into their individual parishes.

But, if your parish can not support it's own youth ministry yet, the diocese provides quality events in which your youth can participate. Take advantage of Exuberance Youth Ministries! Please, support our efforts with your financial and personal involvement.

1996 - 1997 Youth Program:

Date	Event	Number Particip.	Number Parishes
Nov. 1-3, '96	Happening #11	?	?
Nov. 8-9	Diocesan Convention Youth Representation	15	7
Nov. 22-24	New Beginnings #10 - Kokomo	59 of 114	15
Jan. 24-26, '97	30 Hour Famine	20	6
Feb. 7-9	ERM Youth Conference - NC	7	3
Feb. 21-23	Province V Youth Network Planning Weekend	3	3
Apr. 18-20	Happening #12	27	13
May 2 -4	New Beginnings #11 - Indianapolis	30 of 96	8
June 27-28	Beach Bash on the dunes - Michigan City	14	3
July 11-13	Summer Service Project - for E.C.S. Concert	30	8
	Bowl-a-thon and St. Paul's worship	27	All Calumet
July 20 - 22	Cedar Point Trip	43	10
Aug. 10 - 16	Adventure Camp 1997	119	23
Sept. 12 - 13	Great Episcopal Tailgate Party - Wisconsin	6	3
Sept. 19 - 21	Province V Youth Network Planning Weekend	3	3
Sept. 26 - 28	YALT Planning Retreat	17	9

PROGRAM PLANS FOR 1998

Publish the Exuberance Newsletter quarterly

Youthquake - National ERM Youth Conference and Skiing

Thursday P.M. - Mon. P.M. - Jan. 15-19, Junaluska, North Carolina Training

Deanery based youth events - some will invite all diocesan youth

Fort Wayne deanery event - Mizpah Shrine Circus - Saturday, Jan. 31, 3:30 - 7:30

Event for Youth Leaders - March 6 and 7

Two Happening Weekends - April 17 - 19 and Oct. 16 - 18

Two New Beginnings Weekends - May 1-3, and Nov. 20-22

Mission Trip to Honduras - June 26 - July 6 (with a prep. weekend prior)

Cedar Point - July 19 - 21

Two distinct summer camps - one for 3-6 grades; one for 7-10 grades.

August 9-15 - same week - separate sides of Camp Mack

Two retreats - 1 Jr. High/1 Sr. High

YALT Planning Retreat - September 25-27

Province V Youth Network - two planning weekends - Feb. & Sept.

Bi-monthly parish mailings with newsletters, brochures and registrations.

Greater transition ministry to young adults - graduates, college students and career teens and twenties - who left our youth programs - including mailings, a newsletter and support of provincial and national events.

LONG RANGE HOPES AND PLANS

That this youth program will serve all parishes in Northern Indiana. That the Episcopal youth of Northern Indiana will develop a reputation for knowing and loving Christ and being Christ-like in their love and service to others. That our youth will be active, working members of our parishes. That our youth will have the opportunity for voice and vote at our Diocesan Convention. That every parish will have it's own growing youth ministry. That our youth will understand what it means to be an Episcopalian and a Christian and will find fun and joy and fulfillment in the formation process.

Respectfully submitted,
Mrs. Aleta Watton
Youth Ministries Coordinator

RESOLUTIONS

RESOLUTION #1
(Passed)

Presented by the Committee on Congregation Revitalization and Development. Jointly sponsored by: Saint Alban, Fort Wayne; Saint Paul, Gas City; Saint Paul, Munster; Cathedral Church of Saint James, South Bend; Saint Andrew, Kokomo.

Encourage Evangelism and Renewal

RESOLVED, that the ninety-ninth Annual Convention of the Diocese of Northern Indiana, during the second half of the Decade of Evangelism, encourage all of its constituent congregations to give serious consideration to the many renewal activities available to them, including but not limited to:

-organizing a Catechumenal Process;

-having a Faith Alive Weekend;

-having local programs sponsored by organizations such as Episcopal Renewal Ministries, Institute for Christian Renewal, Renewal in Christ Ministries;

-encouraging adult members to hold an Alpha Course or attend Cursillo weekends;

-encouraging youth to attend Happening and New Beginnings weekends;

-establishing a Daughters of the King chapter;

-establishing a Brotherhood of Saint Andrew chapter;

-establishing an Order of Saint Luke the Physician chapter; and

BE IT FURTHER RESOLVED, that the Committee on Congregation Revitalization and Development of the Diocese of Northern Indiana gather information about these and other renewal activities to distribute this information to the congregations in the diocese for their consideration; and

BE IT FURTHER RESOLVED, that the Committee on Congregation Revitalization and Development investigate ways by which congregations could be financially assisted if they desire to participate in any of these activities.

Explanation

Evangelism has been described by the Episcopal Church as being the presentation of Jesus Christ, in the power of the Holy Spirit, in such ways that persons may be led to believe in Him as Savior and follow Him as Lord within the fellowship of His Church.

This presentation is done more effectively by people who have the opportunity to continually renew their faith and deepen their commitment to Jesus. Activities, like those mentioned in this resolution, generally attempt to lead persons to a deeper understanding of and renewal of their baptismal vows, and enable them to share their spiritual journey with others.

RESOLUTION #2

Presented by the Committee on Constitution and Canons

Amend Canon 3, The Council

(Passed as Amended)

RESOLVED, that Canon 3 is hereby amended to read as follows:

Sec. 1 The Council shall be composed of the ecclesiastical Authority, or the designate of the Ecclesiastical Authority, as presiding officer, *the Treasurer of the Diocese, the Secretary of the Convention,* six (6) members of the clergy and six (6) lay persons. One (1) member of the clergy and one (1) lay person shall be elected from each of the six (6) deaneries. ~~The president and vice president of the Episcopal Church Women of the Diocese shall have seat and voice at meetings of the Council.~~

Sec. 2. The Council *shall have the follwing powers:*

a. Sue, be sued, complain and defend in the name of the Diocese.

b. Have a corporate seal or a facsimile of a corporate seal which may be altered at will to be used by impressing or affixing or in any other manner reproducing it. However, the use or impression of a corporate seal is not required and does not affect the validity of any instrument.

c. Purchase, receive, take by gift, devise or bequest, lease, or otherwise acquire, own, hold, improve, use or otherwise deal with, real or personal property, or any legal or equitable interest in propery, wherever located.

d. Sell, convey, mortgage, pledge, lease, exchange, and otherwise dispose of all or any part of property belonging to the Diocese.

e. Receive or otherwise acquire, own, hold, vote, use, sell, or otherwise dispose of and deal in with shares of other interest and/or obligations of any entity.

f. Enter into contracts, incur liabilities, and borrow money.

g. Lend money, invest and re-invest funds of the diocese and receive and hold real and personal prperty as security for repayment.

h. Conduct and/or authorize others to conduct record keeping activities of the Diocese.

i. Pay pensions and establish pension plans, pension trusts, and other benefitted incentive plans for the corporations current or former officers, employees, and agents of the Diocese.

j. Make donations not inconsistent with law for the public welfare or for charitable, religious, scientific or educational purposes and for other purposes that further their corporate interests from funds budgeted by the annual Convention for these purposes.

k. Purchase and maintain insurance on behalf of any individual who is or was a director, an officer, employee, or an agent of the Diocese, or is or was serving at the request of the Diocese as a director, officer, employee, or an agent of another entity against any liability asserted against or incurred by the individual in that capacity or arising from the individual's status as a director, an officer, an employee, or an agent, whether or not the Diocese would have power to indemnify the individual against the same liability under this article.

l. Function as an interim legislative authority of the Diocesan Convention and shall perform such specific functions as are delegated to it by the Diocesan Convention or by Canon Law.

Sec. 3. All of said powers are subject to limitation and approval of the ecclesiastical authority, and are subject to any other limitations provided in the Canons of the Diocese

Sec. 4 No later than fourteen (14) days prior to a meeting of the Council the Secretary shall send to every rector/vicar and senior warden of vacant cures an agenda of the next meeting. The minutes of such meeting shall be sent to all rectors/vicars and senior wardens of vacant cures no later than fourteen (14) days following such meeting. The Council shall submit to the annual Diocesan Convention a copy of the minutes of all meetings held during the past year and a summary of its actions.

Sec. 5 **[Former Sec. 3]**. At its first meeting each year the council shall elect one of its members to preside in the abasence of or at the request of the Ecclesiastical Authority. ~~The presiding officer shall appoint a secretary.~~

Sec. 6 **[Former Sec. 4]**. The Council shall meet quarterly and on such other ocassions as the presiding officer may order.

Sec. 7 **[Former Sec. 5]**. **a.** Members shall serve two (2) years beginning on the first day of the calendar year following their election. Council members from Calumet, Fort Wayne, and South Bend Deaneries shall be elected in even-numbered years and from other deaneries in odd-numbered years. No member shall serve more than two (2) consecutive terms.

Sec. 8 **[Former Sec. 6]**. Prior to the annual Convention voting members of the clergy and lay delegates to the Convention shall meet by deanery, not less than two weeks before Convention, upon not less than twenty-one (21) days written notice of time and place given by the Dean of said deanery, who shall preside.

Sec. 9 **[Former Sec. 7]**. In election years one (1) member of the clergy and one (1) lay person shall be elected at the deanery meeting by majority vote *of members of the clergy and lay delegates to the annual Diocesan Convention qualified to vote* and the results shall be announced at the Convention.

Sec. 10 **[Former Sec. 8]**. Lay members of Diocesan Council during their term of office shall have seat and voice in the Convention.

Explanation

Section 2: The most substantive change in Canon 3 is found in Section 2. Since the canons were revised in 1993, it has become apparent that the powers of the Council need to be clarified and expanded so that it can act, when necessary, as the legal agent of the diocese. This is provided for in Section 2.

Section 1: Provides for the Treasurer and Secretary of the Diocese, who are officers of the Diocese, to be members of the Council. The addition of the Secretary of the Diocese as a voting member of the Council eliminates the need for the last sentence in Section 5. Since no other special groups in the diocese have seat and voice on the Council it is inconsistent to provide this for the Episcopal Church Women.

Section 3: Is intended to serve as a check on the activities of the Council so that it is balanced by the authority and responsibility of the Ecclesiastical Authority.

Section 4: Requires the Council to give prior notice and to account to the clergy and laity throughout the diocese concerning its actions.

Section 5: See explanation above concerning Section 1.

Section 6, 7, 8, and 10 *i.e.* former Sections 4, 5, 6, and 8: Unchanged except for renumbering.

Section 9: Clarifies that only clergy and elected lay delegates to the annual Convention are eligible to vote for representatives to the Diocesan Council.

AMENDMENT TO RESOLUTION #2

Resolution #2 to amend Canon 3

Sec. 8: **b.** If a member is not able to complete a term of office on the Council, the deanery from which that member was elected shall meet as soon as possible to elect a successor who shall serve the unexpired term. The dean of said deanery shall give written notice of the time and place of the meeting no less than ten (10) days prior to the meeting. The Dean or a designee shall preside at this meeting.

i. In the event of a Diocesan Council meeting prior to the election of a successor, the Dean may appoint a delegate to that meeting only. That person is eligible for election as the successor representative.

ii. If the unexpired term is one-half of the full term of office as provided in Section 7 (or Section 5) or more than one-half of the full term, that term will be considered one full term when determining eligibility for re-election.

Explanation

Neither the present diocesan Canon 3, nor the proposed revision allow for unexpired terms to be filled. This proposed section will correct the deficiency.

Presented by the Committee on Constitution and Canons.

SUBSTITUTE RESOLUTION NO. 3
Parish Organization
(Passed)

Submitted by Michigan City and Wabash Valley Deaneries

RESOLVED, that Resolution 3, presented by the Diocesan Council, be referred to an ad hoc committee composed of two representatives from each of the following:

a. the Diocesan Council,

b. the committee on Congregation Revitalization and Development,

c. the committee on Constitution and Canons,

d. the Bishop's coordinating committee on Structure; and

e. a chairperson appointed by the Bishop; and

f. a total of two persons elected by each deanery as represented by the delegates of this convention at a deanery meeting called by the Deans before March 1, 1998; and be it further

RESOLVED, that the committee report to the 1998 Diocesan Convention as to its deliberations and any possible amendments to existing Canons, or other appropriate action.

Explanation

Proposed Resolution 3 will affect more than 20 congregations in the diocese significantly. As proposed Resolution 3 is just recently presented with many unanswered and complex questions, and as there is no provision for those congregations affected to be consulted, prudence dictates that further study occur and that communication with all concerned parties happen so that problems may be identified and a democratic and beneficial solution may be found.

RESOLUTION #3

Referred to Committee

Presented by Diocesan Council

Amend Canon 7, Canon 9, and add Appendix B and Appendix C to the Canons of the Diocese of Northern Indiana

RESOLVED, that the 99th Annual Convention of the Diocese of Northern Indiana adopt the changes to Canon 7 and Canon 9 and add Appendix B and Appendix C as follows:

CANON 7
PARISH ORGANIZATION

Sec. 1. The Convention may admit parishes into union with the Diocese upon presentation by the applicant parish of:

a. certification by the Ecclesiastical Authority approving the organization of the parish;

b. a statement of its assets and liabilities;

c. satisfactory evidence that the parish has been duly organized by the election of the wardens and not less than three (3) nor more than the number of vestry members allowed by law,

d. that the congregation is incorporated under the law of Indiana as a non-profit corporation and has assumed the name under which incorporated,

e. that the congregation has not less than fifty (50) confirmed communicants in good standing who are eighteen (18) years of age or older. The application by the congregation for union with the Diocese shall be deemed a written declaration that the congregation accedes to the *definition of a parish as stated in Appendix B, para. A., of this document.* ~~doctrine, discipline, and worship of the Episcopal Church and to the constitution and canons of this diocese.~~

Sec. 2. An annual parish meeting shall be convened in January of each calendar year. At least ten (10) days written notice shall be provided members of the parish regarding the time and place of the meeting. At such meeting wardens and vestry vacancies shall be filled by election as provided by parish by-laws not inconsistent with the law governing the Diocese.

Sec. 3. The parish vestry shall consist of the rector, the elected wardens and the elected vestry members. Wardens and vestry members shall be confirmed communicants in good standing, eighteen (18) years of age or older, and the wardens shall be elected in such manner as determined by the parish by-laws or annual parish meeting but not contrary to the law governing the Diocese. The vestry may fill vacancies of membership between annual parish meetings by majority vote but such vacancy shall be filled by election at the next scheduled annual parish meeting.

Sec. 4. The vestry shall be responsible for the temporal affairs of the parish including all maintenance and provision of funds for operation of the parish. It shall organize as provided by law governing the Diocese or parish by-laws consistent therewith.

Sec. 5. All parishes shall be incorporated under the Indiana Not for Profit Corporation Act.

Sec. 6. The vestry shall meet not less often than quarterly and as provided by the parish by-laws. The rector may call a meeting of the vestry, or in case of the rector's inability to act, a warden may, at any time that he or she may deem expedient by giving no less than three (3) days' written notice of the meeting. The rector or a warden shall call such meeting when requested in writing to do so by a majority of the members of the vestry. The purpose of any specially called meeting shall be declared. The rector shall preside at all meetings of the vestry. In the absence of the rector, the senior warden present shall preside.

Sec. 7. The vestry shall, at or before the annual parish meeting, report as to the temporal and financial state of the parish, which report shall be permanently recorded. Accounting records shall be maintained on a calendar year basis.

Sec. 8. The vestry shall immediately report to and request the assistance of the Ecclesiastical Authority regarding any vacancy in its pastoral care and provision of temporary and successor care. The Ecclesiastical Authority or the designate of the Ecclesiastical Authority shall then consult with the vestry of the parish, and shall assist the vestry with the process of the search.

a. If the authorities of the parish shall for thirty (30) days have ***not made*** ~~failed to make~~ provision for services of public worship ***and submitted a plan for the search and securing of clergy to fill the vacancy, the parish will assume the status of an aided parish, will function as such and,*** it shall be the duty of the Ecclesiastical Authority to take such measures as may be deemed expedient for the ~~temporary~~ conduct of public worship ***and securing of clergy.***

b. No election of a rector shall be had until the name of the priest whom it is proposed to elect has been made known to the Ecclesiastical Authority, and sufficient time, not to exceed thirty (30) days, has been given to the Ecclesiastical Authority.

c. Any candidate shall be a member of the clergy approved in writing by the Ecclesiastical Authority for presentation to the vestry. A parish shall issue a call for a rector by a majority vote of the vestry of the parish.

d. Written notice of the election signed by the wardens shall be sent to the Ecclesiastical Authority, and if the latter be satisfied that the person so chosen is a duly qualified priest and that the priest has accepted the office, the notice shall be sent to the Secretary of the Convention, who shall record it. The record shall be evidence of the relation between the priest and the parish.

e. The contract of a rector-elect shall be in writing, approved by the Ecclesiastical Authority, and shall express any special conditions, together with the stipulations with regard to salary or support, which shall be a valid legal contract, and the salary as accruing shall be acknowledged debt, recoverable by process of law, if necessary, except that the amount of the said salary may be increased or decreased if frim time to time the parties so agree. Due notice of any such increase or decrease shall be given to the Ecclesiastical Authority by the Clerk of the Vestry.

Sec. 9. No parish shall dissolve except by action of a special parish meeting called for that purpose and only upon the following conditions:

a. The Ecclesiastical Authority shall first be consulted and shall state agreement or opposition to such dissolution; and the Ecclesiastical Authority's communication in opposition shall be provided to all parish members not less than thirty (30) days before the parish meeting;

b. More than thirty (30) days prior to the parish meeting the vestry shall consult with and provide the Standing Committee with itemized parish assets and liabilities and a written plan for disposition and resolution of same and, upon written approval of the Standing Committee, such plan shall be provided all parish members not less than thirty (30) days before said meeting, but all such plans shall provide for the transfer to the Diocese of any parish asset remaining after removal of liabilities;

c. The parish meeting shall vote for dissolution upon the approved plan presented. Should dissolution be effected without the approved plan, all parish assets shall become property of the Diocese;

d. The Convention shall determine disposition of any parish asset becoming Diocesan property under such dissolution and the Ecclesiastical Authority, Standing Committee, and Council may make recommendations to the Convention as to action to be taken.

Sec. 10. A parish ***assumes the status of*** ~~becomes~~ an aided parish upon the occurrence of any of the

following:

a. It receives an adjustment to its Diocesan assessment; ***that is less than the amount that would be computed as per Canon 6, Sec. 1.***

b. It has not paid in full its prior year's Diocesan assessment as of January 31, of the current year;

c. It is more than three (3) months delinquent in paying its current Diocesan assessment;

d. It is more than three (3) months delinquent in paying the Church Pension Fund premium.

e. Such aided parish shall appear at the next scheduled council meeting to discuss the reasons for the occurrence and shall comply with the directions of the council with respect to subsequent parish budgeting.

f. Aided parishes may be denied vote at any convention upon motion by a delegate, but before the vote the Council may make recommendations with respect to such action.

g. *The Ecclesiastical Authority shall become the Rector of an aided parish, the current rector shall be designated a Vicar and both will function with the rights, duties and privileges designated by National and Diocesan Constitutions and Canons.*

h. *The Vestry of an aided parish shall assume the status of a Bishop's committee and function as such.*

i. A parish that *assumes* ~~once qualified as a full parish and has moved to~~ the status of an aided parish, shall be required to first petition Diocesan Council and receive Diocesan Council approval before completing the process outlined in the Constitution and Canons of this Diocese, for accession to parish status.

j. Aided parishes and missions shall at each annual meeting, nominate members for the Bishop's committee and the Bishop shall approve the nominations.

CANON 9
MISSION ORGANIZATION

Sec. 1. Application to organize as a diocesan mission shall be deemed accession by the members of such mission to the *definition of a mission as stated in Appendix B, para. C., of this document.* ~~doctrine, discipline, and worship of the Episcopal Church and the law governing this Diocese.~~

Sec. 2. Diocesan missions may be organized upon written application for the approval of the Ecclesiastical Authority and Convention and, upon organization, the mission shall be in union with the Convention.

a. The Ecclesiastical Authority *will function as rector and* shall appoint a member of the clergy as vicar of the mission.

b. Annual mission meetings shall be held *at least once each year no later than thirty (30) days prior to the Diocesan Convention* ~~in January of each year~~ and three (3) or more lay persons shall be there *nominated* ~~elected~~ as a ~~vicar's~~ *Bishop's* Committee for such terms as the mission members shall determine and consistent with the laws governing the Diocese.

c. All diocesan mission assets shall be property of the Diocese and the mission shall neither purchase, sell, nor encumber any property in its own name.

APPENDIX B
On Defining a Parish, an Aided Parish, a Mission

A. A Parish in the Diocese of Northern Indiana is a Christian community of faith that subscribes to the discipline and traditions of the Episcopal Church in the United States of America as put forth in the 1979 Book of Common Prayer and the Constitution and Canons as ratified by the General convention of the Episcopal Church and the Constitution and Canons of the Diocese of Northern Indiana and:

1. Can fully support the number of clergy called by that community, at the least, at the full minimum compensation package approved by the Bishop and Council of the Diocese of Northern Indiana and;

2. Can provide the facilities or venue necessary for the conduct of regular public worship without financial aid from the Diocese of Northern Indiana and;

3. Can comply with Canon 7 of this document.

B. An aided parish in the Diocese of Northern Indiana is a Christian community of faith that subscribes to the discipline and traditions of the Episcopal Church in the United States of America as put

forth in the 1979 Book of Common Prayer and the Constitution and Canons as ratified by the General convention of the Episcopal Church and the Constitution and Canons of the Diocese of Northern Indiana and:

1. Cannot fully support the number of clergy called by that community, at the least, at the full minimum compensation package approved by the Bishop and council of the Diocese of Northern Indiana or;

2. Cannot provide the facilities or venue necessary for the conduct of regular public worship without financial aid from the Diocese of Northern Indiana or;

3. Cannot comply with Canon 7 of this document.

C. A mission in the Diocese of Northern Indiana is a Christian community of faith that subscribes to the discipline and traditions of the Episcopal Church in the United States of America as put forth in the 1979 Book of Common Prayer and the Constitution and Canons as ratified by the General Convention of the Episcopal Church and the Constitution and Canons of the Diocese of Northern Indiana and:

1. Complies with Canon 9 of this document.

APPENDIX C

On the compensation of stipendiary clergy

A. Rectors, curates, associate and/or assisting clergy shall be paid by their respective parish(s).

B. Vicars shall be paid by the Diocese of Northern Indiana from funds that shall at least be comprised in part by assessment for that specific purpose from the community or communities they serve.

FURTHER RESOLVED, that the following implementing resolutions be adopted as follow:

STATUS OF PARISHES AND CLERGY

1. Upon acceptance of the definition of Parishes, Aided Parishes, and Clergy, as outlined in this document, current parishes and clergy may maintain their current status for a period of two years. At the end of two years, they will assume the status that their situation matches according to the definitions outlined in this document.

2. The Committee on Constitution and Canons can and may make necessary changes in wording to achieve clarity and form for correctness but not in substance as to what has been adopted by the 99th Annual Convention of the Diocese of Northern Indiana.

Explanation

The proposed changes are submitted by the Diocesan Council as an effort to further define and clarify the status, relationships, and responsibilities of parishes, missions and clergy within the structure of the Diocese of Northern Indiana so as to promote the ability to grow as Christian communities and stewards in the service of our Lord Jesus Christ.

AMENDMENT TO RESOLUTION #4
Concerning the Appropriation of Funds
(Passed as Amended)

RESOLVED, that the appropriation of Revitalization and Development in the 1998 Diocesan Budget be set at $31,000, with the remainder freed to be applied towards a mortgage for a new chapel at *the* Wawasee *Episcopal Center, Syracuse, Indiana,* and shown as a separate line item, and that the original enabling resolution setting aside a percentage of funds out of each operating budget for revitalization and development be amended accordingly for as long as the term of the mortgage lasts;

BE IT FURTHER RESOLVED that before any monies are expended from the Diocesan Budget for the financing of a mortgage for the construction of a chapel at the Wawasee Episcopal Center, Syracuse, Indiana, that the Diocesan Council receive and approve a written report from a special task force made up of two members of Council as selected by Council, two members of the Congregational Revitalization and Development Committee as appointed by the chairman of that Committee, two members of the mission congregation of All Saints' Episcopal Church as appointed by the Bishop, and a chairman appointed by the Bishop, whose sole purpose is to explain in their report how the construction of such a building will further the mission of the diocese of Northern Indiana, the Wawasee Episcopal Center and the Episcopal Church in Syracuse, Indiana; how it will aid in the evangelization of the people of the Syracuse community giving special regard to the location of the present site in relationship to the geographic area as a mission

field; and how this construction will effect the mission congregation of All Saints' Episcopal Church as one aspect of our common ministry using the Wawasee Episcopal Center with clear guidelines for use and responsibility for ongoing maintenance;

BE IT FURTHER RESOLVED that the report of the task force shall be delivered to Diocesan Council members before March 30, 1998, and that the Council shall report to the Diocese regarding the findings and action taken; and

BE IT FURTHER RESOLVED that the Diocesan Council be authorized by this Convention to act on behalf of the Diocese of Northern Indiana in the review, approval and acquisition of the financing for the construction of a new chapel at the Wawasee Episcopal Center, Syracuse, Indiana, with the pertinent financial institutions and ecclesiastical bodies.

Explanation

The purpose of this amendment is to provide the means to make clear how the building of a chapel for the Wawasee Episcopal Center is a mission priority for the Diocese of Northern Indiana. The task force can draw together the recommendations and understandings of earlier groups into a single concise working document that can be used as the basis of Council's action regarding the property and the construction of a chapel. For the deliberations of this Convention, this building is primarily an extension of the ministry of Wawasee Episcopal Center which will be used by the mission congregation of All Saints' Episcopal Church. Since this proposal seeks to provide a chapel/large meeting room for the Wawasee Episcopal Center, then an explanation for why the proposed structure best meets that need is in order while keeping in mind the needs of our mission congregation. The resolution makes explicit that Diocesan Council is the primary body to act on behalf of the Diocese to secure any needed financing with internal funds or loans from external lending institutions. Because this construction is on Diocesan property and is an extension of a Diocesan ministry, this Convention, or the Council when the Convention is not in session, has ultimate responsibility for the new building design and construction, and the ongoing maintenance of the entire property and all buildings on the property. Clarity of reasoning, communication of goals and lines of accountability are important for the acceptance of such a project broadly across the Diocese.

Some important questions arose from the October 5, 1997 meeting of the Fort Wayne Deanery meeting which Council might address and report their deliberations to the diocesan family: What is the relationship of the new building to the ongoing maintenance of the Center? What is to be done with the old house on the property? What are the expectations of All Saints' congregation with regard to the chapel? How will this building help the Center? What can be done to make the Center financially accessible to all organizations within the Diocesan family? How can the Wawasee Episcopal Center become again a vital center of our Diocese's common life?

Submitted by the Fort Wayne Deanery
October 5, 1997

RESOLUTION #5
(Passed)
Concerning the Diocesan Assessment

RESOLVED, that the rate of the assessment in the Diocese of Northern Indiana be set at 15,999% of the average of the previous three years' reports of congregational operating income, and that the Diocesan Council be authorized to adjust the 1998 Diocesan Budget accordingly.

Explanation

The needs at the local congregational level for funds to carry on and expand and develop Christian ministry are growing. With fixed costs rising, local congregations are often hard pressed to fund old programs, let alone expand them and develop new ones. This reduction would assist the local parishes in performing their ministry.

Submitted by:
The Rev'd Canon John E. Schramm
Rector, St. Thomas' Church, Plymouth

The Rev'd Stephen Gerth
Rector, Trinity Church, Michigan City

The Rev'd Derek Harbin
Rector, St. Andrew's Church, Kokomo

The Rev'd Richard Kallenberg
Rector, St. John the Evangelist Church, Elkhart

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